THE SURVEY

Vol. LXVII. No. 2 MIDMONTHLY October 15, 1931

CONTENTS

FRONTISPIECE - - - - - *Drawing by Charles Silver*
WHERE IS THE MONEY COMING FROM? - - - - - - - - - - - - - - - - *Gertrude Springer* 71
OUTWITTING THE MACHINE - - - - *L. P. Jacks* 74
EPIDEMIC DEMORALIZATION - *Haven Emerson, M.D.* 76
WHY IS A BOARD OF DIRECTORS? - *Robert W. Kelso* 77
DEAR LOUISE: - - - - - - - - - - - - - - - - - - 80
A NURSE WRITES IN FROM THE WHEAT BELT - - - - - - - - - - - - - - - - - - *Aagot Lian, R.N.* 81
S.R.O. AT THE ACADEMY - - - *H. Van Y. Caldwell* 83
ENDING WOMAN'S NIGHTWORK IN COTTON - *Florence Kelley* 84
EVALUATION IN A CHILD-PLACING AGENCY - - - - - - - - - - - - - - - - *Edith M. H. Baylor* 85
AFTERTHOUGHTS ON RELIEF - - - - *Rose Brisken* 87
THE HANKERER - - - - *Elizabeth Archibald Wagner* 88
WHO PAYS THE PENALTY? - *A Sentimental Social Worker* 89
SOCIAL PRACTICE - - - - - - - - - - - - - - - - - - 90
Golf on the Inside, Noise Is Hard on the Blind, Work Relief That Worked, The Evil of the Missionary Barrel, Jungle Life in New York, More Child Research, Figures Tell the Tale, The Nursery Goes to College, Pertinent Pamphlets
HEALTH - 92
Wider Fields in Public Health, Mahomet and Mountain, Hard Times and Vital Statistics, New Jersey's Midwives, Getting It Over, Panic and Polio, Pertinent Publications
INDUSTRY - 94
Child Labor and Unemployment, Work and Fatigue, Ten Years Old, Indianapolis Reports, States in Action, Hurt on the Job, The Textile Wages Are Cut
EDUCATION - 96
The Verdict of His Peers, Eyes to See, Settlement Schools, Children Look at Religion, Apprentice Lawyers, Progressive Plans, To Read and File, Y.M.C.A.'s in Action, Getting to School
WORK SHOP - 100
Public Money Through Private Agencies, *E. G. Steger,* Industry Tours Social Work, *Jeanette Gerson,* Notes for Administrators
BOOKS - 102
COMMUNICATIONS - - - - - - - - - - - - - - - - - 106
GOSSIP - 108

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SURVEY ASSOCIATES, INC.

112 East 19 Street, New York

PUBLISHERS

THE SURVEY—Twice-a-month—$5.00 a year
SURVEY GRAPHIC—Monthly—$3.00 a Year

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TWO-DAY CONFERENCE
OF THE
CHILD STUDY ASSOCIATION OF AMERICA

MONDAY, OCTOBER 19, 1931

Mrs. Howard S. Gans will preside at all Monday sessions

Morning Conference 10 A.M.

Research in Family Life

Chairman: Eduard C. Lindeman
Speakers: Rachel Stutsman
Caroline B. Zachry
Harry M. Shulman
Ruth Brickner, M.D.

Afternoon Conference 2.30 P.M.

Social and Economic Changes: Their Effect Upon Man and Woman in the Marriage Relation

Chairman: Donald Young
Speakers: Robert S. Lynd
Sidonie M. Gruenberg
Bernard Glueck, M.D.

Grand Ballroom HOTEL PENNSYLVANIA New York

TUESDAY, OCTOBER 20, 1931

Morning Conference 10 A.M.

Survey of Significant Trends in Parent Education in the United States

Chairman: Cecile Pilpel
Speaker: Lois Hayden Meek
Brief Reports of typical programs:
Ada Hart Arlitt
Doris Schumaker
Margaret J. Quilliard
Marian B. Nicholson
Evelyn E. Eastman
Sadie-Vera Ginsberg
Elizabeth V. Robinson

Afternoon Session 2.30 P.M.

Committee Work as a Project in Parent Education

Chairman: Mrs. Howard S. Gans
Committees of the Child Study Association

Late Afternoon Session 4 P.M.

Summer Play Schools Committee--Round Table Discussion

Objectives in Summer Time Activity Programs
Presiding: Mrs. Fred M. Stein
Chairman: LeRoy E. Bowman

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Accredited Students, $ .50 None-Members, $1.00

Study Group Registration Begins
October 20th, 22nd and 23rd at 221 W. 57th Street

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, of The SURVEY, published semi-monthly at New York, N. Y., for October 1, 1931.

State of New York, } ss.
County of New York, }

Before me, a Commissioner of Deeds, in and for the State and county aforesaid, personally appeared Arthur Kellogg, who, having been duly sworn, according to law, deposes and says that he is the Managing Editor of THE SURVEY, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication, for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 411, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor and business managers are: Publisher, Survey Associates, Inc., 112 East 19 Street, New York, N. Y.; Editor, Paul U. Kellogg, 112 East 19 Street, New York, N. Y.; Managing Editor, Arthur Kellogg, 112 East 19 Street, New York, N. Y. Business Managers, none.

2. That the owner is: (if owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.) Survey Associates, Inc., 112 East 19 Street, New York, N. Y., a non-commercial corporation under the laws of the State of New York with over 1,900 members. It has no stocks or bonds. President, Lucius R. Eastman, 110 Washington Street, New York, N. Y.; Vice-presidents, Julian W. Mack, 1224 Woolworth Building, New York, N. Y.; Joseph P. Chamberlain, Columbia University, New York, N. Y.; John Palmer Gavit, 112 East 19 Street, New York, N. Y.; Secretary, Ann Reed Brenner, 112 East 19 Street, New York, N. Y.; Treasurer, Arthur Kellogg, 112 East 19 Street, New York, N. Y.

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[Signed] ARTHUR KELLOGG, Managing Editor.

Sworn to and subscribed before me this 18th day of September, 1931. [Seal] MARTHA HOHMANN, Commissioner of Deeds, City of New York. New York Co. Clerk's No. 146. New York Co. Register's No. 48-H-2. Commission expires March 30, 1932.

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THE SURVEY

October 15
1931

Volume LXVII
No. 2

To Discount the Headlines

WHEN the newspaper headlines are too suspiciously rosy, or on the other hand too suspiciously glum, they bring to mind a story Jane Addams once told in another connection. It was a Scotch dame who put the household savings in her stocking and fed her husband sparingly. One day he was working in the garden when he heard her call loudly, "Come in, come in, Sandy. The scones and kippered herring are waitin'." He dropped his hoe and ran toward the house. When he reached the door his faith failed him. Could he trust his ears? "You'd not be fulin' me, Sally" he cried. "Sure, Sandy, I'd not be fulin' ye," was the answer. "I'd only be fulin' the neighbors."

Right and Left Hands

WHILE money-raising committees are setting their teeth in their jobs and public officials are battling with budgets to meet the relief demands of the impending winter, word comes from here and there of little devices that some way take the whole appalling problem out of terms of millions and bring it down to terms of simple helpfulness to just folks. In a little mid-west town the people of substance set up last year a secret loan fund to reach the tragedies which they knew—because everybody knew everybody else—lurked behind many a neat white door and well scrubbed porch. It was entrusted to a man whom the entire community knew and respected. A person in trouble saw him by appointment at his home or at his office. What passed between them only those two knew. The transaction was between two neighbors and friends without the devastating humiliation of charity. More than half of the loans have already been paid back, and the fund is now being modestly sweetened with contributions from some of those whom it helped back to their feet. And in that whole town only that one man—yes, it is true—knows who its beneficiaries have been.

From Arkansas, a gloomy spot a year ago, come cheerful tidings. It's been a good year for crops in Arkansas and the gardens planted with Red Cross seeds have yielded bounteously. With the Red Cross and Farm Bureau experts aiding and abetting, the surplus product has been canned in such quantity that farmers who this time last year were clamoring to the towns for help are now answering the plea of the towns for unemployment aid with substantial contributions of canned fruits and vegetables.

Conservation of food has been vigorously promoted by Boy Scouts. In Birmingham, Ala., a summer camp project was abandoned because the youngsters were busy connecting empty jars with surplus foodstuffs. Toledo scouts collected one hundred thousand jars and delivered them to farmers' wives who agreed to fill them against the needs of the city unfortunates.

S.A.S.

IN the early post-war years when S. Adele Shaw was managing editor of The Survey and Survey Graphic, those letters stood for something very different from the S.O.S. of ships at sea. At the bottom of a staff memo they stood not for a call for help but for eager initiative; for a rare instinct as to what lay back of the news and swift execution in landing it. None of the rest of us was so sure to sense a situation nor so deft in getting at its heart. Back in 1908, she had won her spurs as a social investigator as the youngest member of the staff of the Pittsburgh Survey. Her father had been the genius of The Pittsburgh Dispatch in its great days, and after an interval in which she had thrown herself into social work as one of the leaders of the National Federation of Working Girls' Clubs, she herself entered journalism, first as a reporter and then as assistant to the managing editor of The New York Evening Post. Joining The Survey staff in 1919, her first assignment was an appraisal of the huge strike which was on in her native steel district, and which she interpreted with keen strokes of insight and fact-finding. Later, in a canvass of the steel centers, she broke ground for those investigations by engineers and economists for the Cabot Fund, which reopened the issue of the twelve-hour day in the steel industry and led to its abandonment. She herself broached the question before the Hungry Club of Pittsburgh—the first woman to address it. Her writing, like her speech, had the quality of her personality, at once vivid and specific. Our pages in 1919, '20, '21 and '22 bore the impress of her work, as managing editor and then as industrial editor, in the years when Survey Graphic was in its inception. She helped create it. Later, as Mrs. Jonathan Freeman, she took an active part in civic, racial, and industrial developments in Pittsburgh, until her death

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there last August. Mrs. Freeman was a born canoeist and there was something in the way she took fast water, upstream or through rapids, that epitomized the gifts she brought to the day's work and made it an adventure.

Wage Rates and Earnings

STEEL cut wages 10 per cent last month, and the announcement brought into the open a situation that has been brewing behind the scenes since the crash. Two years ago, President Hoover obtained the promises of leading industrialists to "maintain wage levels," and Administration activities in meeting the unemployment emergency of last year and this have been based on the assumption that "normal" wages were being paid those who had jobs. But workers have grown increasingly impatient with this assumption, which was shared, apparently, by the leadership of the American Federation of Labor. Wage-earners are more interested in the contents of the pay envelope than in wage rates. And the contents of the pay envelope have grown less as work weeks have been cut to five, four, three and even two days, often with broken hours of work. This has meant that, whatever his rate of pay, the actual income even of the wage-earner lucky enough to keep his job has been seriously reduced by the depression.

Comment on the action of the steel companies has been sharply divided. Business leaders and some economists hold that the wage cut was a "healthy" action, in that with lower wage rates it may be possible to employ more workers for longer and more regular hours. It is still too early to say how far Steel's example will be followed by other enterprises.

The policy of organized labor in regard to wage levels will be determined at the A. F. of L. convention this month. For the moment, steel workers, who are largely unorganized, have accepted the situation without audible protest. But, to the mounting unemployment crisis, there is now added further uncertainty as to what the winter may have in store for all of us. Many people are agreeing with the recent statement of Julius Klein, assistant secretary of commerce: "There will be hell to pay throughout the United States in the event of a general wage reduction."

The Future in Industrial Hygiene

LETTERS and telegrams were read from President Hoover, from the faculties of great universities, from distinguished colleagues abroad. Then Prof. C.-E. A. Winslow told the story of the founding of industrial hygiene in America, honoring the small quiet woman for whom members of the American Public Health Association gathered at a banquet in the course of their annual meeting in Montreal. Last on the program was the guest of honor herself. Her topic was announced as My Years in Industrial Hygiene. But it is characteristic of Dr. Alice Hamilton that when she rose she looked at the audience for a moment, then said quietly, "If you don't mind, I'd rather talk about the future." That future, as she pictured it to her younger associates, must include a more scientific disinterestedness in the field of medicine that she has made her own, where it has not been easy to pass without smirching one's skirts (or trousers!) in clearing the conflicting interests of manufacturer, worker, labor leader and insurance company. But beyond that it is not enough, she believed, that we should conquer the industrial poisons which have been the special target of her own work. Nothing less than insurance of all sickness, she believed, would bring to all workers in small plants as well as in the large well managed ones, the care they must have. The great distinction of Alice Hamilton is a leadership as courageous and far-sighted in social planning as in scientific research, the Alice Hamilton of Hull-House and the Harvard Medical School.

Crusader for Peace

FOR fully fifty of his eighty years, David Starr Jordan, who died last month at Palo Alto, gave outstanding service in the field of education. Trained as a scientist, his own scientific career went forward side by side with his career as college teacher and administrator. In 1891 he was called from the presidency of the University of Indiana to organize and direct the university which Senator and Mrs. Leland Stanford of California endowed as a memorial to their son. Dr. Jordan went to the Pacific Coast filled with enthusiasm for the new venture and his home became the center of the university life. The first entrance examinations were held on his front porch, and everything from baseball games to scientific expeditions were planned on "the President's veranda." "He was a great scientist and a great educator," a Stanford alumnus writes of him, "and he was also a great friend." But it was perhaps as a leader in the movement for international peace and understanding that Dr. Jordan made his most lasting contribution. More widely known than his shelf of scientific volumes, his scholarly books on political subjects, his delightful autobiography, the gay stories he told his children and then set down for the delight of other girls and boys, is a notable paragraph from his last public address, delivered in July 1928. It deserves to stand as his enduring message: "All war is murder, robbery, trickery and no nation ever escaped losses of men, prosperity and virility. War knows no victor."

Playing in Quarantine

"THE next two weeks are going to be a perfect nightmare. Even when you closed the pools for three days, Peter nearly ran me distracted with his eternal, 'What shall I do now?' " Thus Peter's mother, while commenting with approval on the temporary discontinuance of all group activities in the suburb where she lived due to a case of infantile paralysis.

Her comments were food for serious thought on the part of those in charge of the community's recreation program. Was a recreation program that functioned only when the sun shone meeting its full responsibility? Should recreation workers sit idly by waiting for the health authorities to release the children or should they render all possible "first aid" to the imprisoned children and their hounded parents? These are some of the questions that confronted the recreation staff of the Radburn Association at Radburn, N. J., last month.

With the visiting-nurse idea in mind, the recreation workers launched what is now called the visiting recreation service. A hasty program was prepared, announced and launched in one day, to provide entertainment and occupation over a period of several weeks, meeting the needs of each age group beginning with the three-year-olds.

Suggestions for materials and methods of entertainment

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were mimeographed. These bulletins deal with playthings, games for one, two and three players, reading, story-telling and so on, and definite handicraft projects, the results of which are to be exhibited at the end of the separation period. The workers then went to each home, visited the child and the parents, explained the plan, demonstrated some activities, outlined others and left the prepared suggestions. Once the program was under way, the workers have maintained as much casual contact with the children as possible, particularly where parents felt themselves incompetent to supply needed leadership and explanations.

Even with all the flaws of an emergency project, the effort has been received with real enthusiasm on the part of both parents and children. In fact, the visiting recreation service at Radburn will, undoubtedly continue beyond the need that created it. There are always some sick children in the community and some quarantined, and if a contribution can be made toward the mental health of parent and child while the physical health is being restored by the doctor, it is felt the results will fully justify the cost, labor and difficulties of the service.

For Ever and Ever

A REALLY noble example of eating one's cake and having it is seen in the organization of the Bernarr Macfadden Foundation, Inc., a "charitable institution" announced in New York last month. Mr. Macfadden is the publisher of numerous magazines and of The New York Evening Graphic, a very pink tabloid, glorifying the human form as undraped as the postoffice will permit. "To propagate the principles of health-building by natural means, to maintain sanitariums, camps, gymnasiums, and similar health-building facilities, to publish books, magazines and pamphlets devoted to physical culture," etc., is the purpose for which Mr. Macfadden dedicates some five million dollars which is now, it appears, principally the Macfadden publishing business. Incorporators and directors of the foundation are Mr. Macfadden and several officers and executives of Macfadden Publications, Inc. Under the by-laws the founder casts ten votes in the directorate and the eight other directors one each. To check against any slip in control, the by-laws further provide that during the founder's lifetime "any member or director may be removed by a majority vote of the members without cause and every member agrees to abide by such vote of removal and agrees to conform thereto and hereby waives any right or claim to review such action." In other words, Mr. Macfadden proposes to do the hiring and firing. Moreover, the corporation is self-perpetuating with each member prior to death or disability naming a successor whom the others shall elect, but with the proviso that the successor—this being a double check against any wandering into other pastures—must either be a "descendant of Bernarr Macfadden or a blood relative of his or else an officer or employe as well as a stockholder of Macfadden Publications, Inc., its successor or successors or affiliated companies."

Thus is born a philanthropy.

News from the Front

HARLAN COUNTY is at last front page news in The New York Times. The strikes in the bituminous coal fields of Kentucky, which began in May, have cost at least a dozen lives. The list of injured is much longer and includes two newspaper reporters from "outside." Eviction, hunger, cold, fear, sickness and despair are increasing. Labor unions and radical groups have protested the treatment of strikers and their families by deputy sheriffs and company guards, insisting that the growing tension makes the situation one that the country as a whole cannot afford to neglect. Recently the radical groups have been joined by the liberal weeklies in insisting that the coal companies and public officials had "shut down" on the news, that a successful censorship had been imposed, that the press was "afraid" of Kentucky. Intentionally or not, The Times articles, the first of which appears as this issue goes to press, come as a dramatic answer to that challenge. Louis Stark of The Times staff, often called the ablest labor reporter in this country, talked with "coal operators, miners, public officials—some directly under fire—attorneys on both sides, merchants, clergymen, bankers, educators, hotel men, salesmen, clerks, taxi-drivers and newspapermen." The importance of what he has to say cannot be better indicated than by quoting the concluding paragraph of his first article:

> It is difficult if not impossible to convince comfortable people in metropolitan centers that responsible citizens in Harlan fear virtual civil war this winter if relief is inadequate. It sounds incredible and utterly fantastic. But it is true. Residents of Harlan know the miners have rifles—lots of them. They know how to shoot. Many are war veterans. They recall the marches of armed miners in 1921 in West Virginia and of the insurrection when miners and deputies shot it out before the federal troops arrived. Last week an armory at Barbourville was looted and three machine-guns stolen. A man who fought in the World War spent his bonus check on four rifles and thousands of rounds of ammunition which he poured into fruit jars. . . . A devil's brew is preparing in Harlan County and other coal fields, unless—

Experimenting in Hard Times

BEHIND brief press announcements that Bennington College has completed the first stage of its endowment campaign and that its opening in September 1932 with a first class of eighty girls is a certainty, lies the story of a six-year effort and an ingenious paring of college plans to educational essentials to meet the exigencies of a major business depression. The possibility of a four-year residence college for women based wholly on "new" school principles has been discussed by educators for some years as offering a chance for constructive experiment in the somewhat weedy field of higher education for women. Bennington College, as an embodiment of this idea, was started in 1925 with an educational plan, a president, a board of trustees and an endowment campaign. Hard times slowed up the campaign somewhat. It has been decided, therefore, to concentrate on the educational program, and to cut the building budget to a minimum for the present by making use of New England farm buildings already standing on the 140-acre campus at Bennington, Vt. Thus a barn, described by Robert Devore Leigh, president of Bennington, as "an aristocrat of its kind," will be remodeled to become the educational building, housing class and conference rooms, temporary library and laboratories, administrative offices and an indoor gymnasium. Other buildings have possibilities as music and art studios and a large farm house will provide a dean's residence and official guest house. "The entire group will suggest the traditional New England village rather than a

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medieval monastery," Dr. Leigh states. Four dwellings, each housing twenty students, and a central dining hall will be completed before the college opens. Other buildings to be erected on a three-year schedule will provide living and teaching facilities for a maximum student body of 240 by 1935.

Work during the first two years is to be individually laid out as "exploratory study" in the four major fields rather than as "a general prescription for an imagined type of student." The "tool subjects" such as mathematics and foreign languages are to be prescribed only for those who look forward to further study requiring their use. The college will also experiment with a lengthened winter recess, lasting through Washington's Birthday, to give both students and faculty time for travel, field work and "the educational advantages of metropolitan life." For upper classmen there will be provision for non-resident work in centers where special facilities—research libraries, museums and so on—are available.

A Biological Hall of Fame

A LONG look into the future is envisaged in a program recently announced by the Aristogenic Association, a society whose founders include Charles B. Davenport, John Dewey, David Starr Jordan, John A. Kingsbury, Adolph Meyer, William H. Park, Wendell C. Phillips and other nationally known leaders, with Dr. C. Ward Crampton as president. Each year a competent jury will select for the Association the names of ten greatest Americans, using as the criterion greatness of service to the human race. Elaborate records, physiological, psychological, social, genetic and the like, will be made of these men and kept on file for a century in some repository like the Smithsonian Institute for the guidance of scientists of the future. The eugenic records will be under the supervision of Dr. Charles B. Davenport. Since the men who have had an opportunity to show greatness are likely to be elderly, similar records will be kept of Phi Beta Kappa men in the colleges and honor students in highschools, with the idea that later these may provide important facts on the life of a future leader. The aim of the movement is to advance the development of leadership on which the Association believes the future of the human race to depend largely. One of the most engaging features of the program is a record in talking motion picture films of a short address to the world today or a century hence by the ten persons selected as the greatest of 1931. Selection for this year already has been made, but the names will not be made public until later, when the ten greatest Americans, in the opinion of the Association's jury, will be seen and heard throughout the picture houses of the United States and Europe.

Insurance and Savings

EVEN in time of depression there are some kinds of business balance sheets that make cheerful reading. There are the savings banks, for instance, with their mounting totals of depositors and funds. And in Massachusetts, there is the current record of Savings Bank Life Insurance, the state administered system of low-cost insurance, worked out by Louis D. Brandeis in the early 1900's, and now in its twenty-third year of actual operation (see The Survey, February 15, 1926, page 559). For the first four months of 1931, the commercial life insurance companies in the state reported a decrease under the previous year of nearly 13 per cent in their new business. For the same period, Savings Bank Life Insurance showed an increase over 1930 of 31 per cent. In spite of hard times, Savings Bank Life Insurance also showed improvement in the ratio of policies lapsed to policies written. Eighteen banks are now operating insurance departments, and this month two additional savings banks will open their insurance departments to the public. The amount of insurance in force on May 1 through this plan was $87,134,394, representing 97,775 policies. Under the scheme, any resident of Massachusetts, or any person regularly employed in the state, may apply for life insurance up to twenty thousand dollars, and for old-age annuities up to four thousand dollars. The 676 persons who applied for insurance during the month of March, a recent report shows, came from 184 cities and towns and represented 123 different occupations. The largest number of applicants (113) were students. The next largest groups were clerks, housewives, salesmen, teachers, stenographers, patternmakers, foremen.

The Robot Eye

WHITE magic has crept into health work during the past two years in the use of the "electric eye," the photo-electric cell, which may be set so as to open hospital doors when a shadow falls across a certain spot, to regulate the addition of chlorine to water supplies by density of color obtained in a test, to turn on lights when daylight fades to a certain degree, and so on. At the last New York State Fair in Syracuse the supervisor of exhibits of the state Division of Public Health Education devised an illuminated sign showing the ghost of diphtheria watching children at play, so arranged in conjunction with a photo-electric cell that when a card shut off the light rays, the electric current went out. On the card was printed, "Just as this card blots out the ghost of diphtheria so toxin-antoxin will blot out the disease."

Despite its apparent magic, however, the robot eye is still no match for nature's variety. At the last meeting of the Optical Society of America and the American Physical Society, scientists discussed the application of the photo-electric cell to measuring color, and found it far less sensitive than the human eye. One technician declared that the human eye could detect differences in color of one five-thousandth of one per cent, a feat which no instrument can rival. "The human eye," said Irving G. Priest of the federal Bureau of Standards, "is still the most sensitive measure of color in the universe. For example, thousands of dollars are involved in the vanishingly small color differences in cotton-seed oil. And the only instrument that can be used in telling these differences is the human eye."

Obviously the personal moral is save your eyes, though most of us fortunately are not obliged to consider some of the aspects of the prevention of blindness stressed in a recent report from Mexico. The author, Dr. Daniel M. Velez, professor of opthalmology at the University of Mexico, found that accidents from firearms are a serious cause of blindness in that country. "To prevent such accidents," Dr. Velez suggests, "only firearms of the best quality should be used and inexperienced persons should receive instructions in handling them before using them."

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Where Is the Money Coming From?

By GERTRUDE SPRINGER

IN the relief of unemployment distress in this inescapable winter of 1931-32 the people of these United States have a bear by the tail. They have tried to gauge his strength and to bit and bridle him but where he is headed no one now is wise enough to predict. The best anyone can do is to set his teeth and hang on.

We are going into this winter—this history-making winter—with our eyes wide open to the grim realities of mass unemployment and distress, of wage cuts and exhausted resources, of financial and business uncertainties. No one is trying to kid himself into a fool's paradise. And in that fact lies probably the most hopeful aspect of the whole situation. Because of it planning and preparation on an unprecedented scale are opposed to the winter's eventualities; because of it communities, social agencies, individual citizens, are assuming a burden which, two years ago, would have seemed fantastic. No one can be sure at this time just how heavy the load will be. "But," says good old John Citizen, "we'll swing it because we have to swing it."

Planning and organization, which got under way last spring, have now taken shape. There are people who believe that this winter's relief, with its deep plunge into public funds, will be a football of politics, but there are plenty of others who insist that public opinion is so aroused that not even the dumbest politician would dare exploit the general distress and that the issue lies the other way round: to get action swift and adequate enough.

The lines for the winter's campaign were first laid down in May when President Hoover, through his Emergency Committee for Employment, called on the Association of Community Chests and Councils to mobilize welfare and relief resources in some 376 cities (see The Survey, June 1931, page 302.) Their number has since increased to 513. The Association was just getting its plans shaped when the President announced the reorganization of his Emergency Committee for Employment into the President's Organization on Unemployment Relief, directed by Walter S. Gifford, president of the American Telephone and Telegraph Company, and president of the New York Charity Organization Society. Mr. Gifford, going into action over night, set up five committees:

1. On activities, public and private, to provide relief funds. Chairman, Owen D. Young of New York.
2. On the administration of relief funds. Chairman, Fred C. Croxton of Washington.
3. On activities looking toward distributing and increasing employment. Chairman, Harry A. Wheeler of Chicago.
4. On cooperation with national groups and associations. Chairman, Elliott Wadsworth of Boston.
5. On public works. Chairman, James R. Garfield of Cleveland.

In addition to these committees President Hoover appointed a general advisory committee of upwards of a hundred distinguished citizens and a chairman for each state charged with developing state organization. For a time it was not clear just where the mobilization project of the Association of Community Chests and Councils tied into the Hoover set-up. No one quite knew who was the kite and who was the tail. But good liaison soon established a close working relationship between the Association and the Young Committee, the relief arm of the Hoover organization, with the latter taking over the large-scale national publicity drive and the former concentrating on the stimulation of actual fund-raising, public and private, by local communities. Neither the Association, the Young Committee nor any other arm of the President's organization is itself raising money, nor will it so far as anyone is now anticipating.

BUT the strength and temper of the bear and the efficacy of local and state funds to harness him are still unknown. President Hoover is constitutionally opposed to federal appropriations for relief or to a national relief fund drive, and so far as is known he has no plan or program for such a contingency. His colleagues however appear to be keeping open a line of retreat.

"There will be no suffering in the United States during the coming winter," says Mr. Young. "What that implies, I don't know. But I have every reason to believe that the states and municipalities and private agencies will provide sufficient funds."

"Then relief will be carried forward even if a federal appropriation is necessary?" queried a tactless reporter.

"You may interpret that as you please," replied Mr. Young.

The strength of the Gifford organization and its subdivisions lies in its power to arouse public opinion—"We are making this country relief-conscious" says Mr. Gifford—and to force community activity. Its contact with specific relief is remote. The harassed case worker in Middletown who has to find some way to keep a roof over the Mogoluskis and to prevent their five sickly children from starving to death can not turn for aid to the imposing Gifford organization. Its function is not to keep the Mogoluskis warm and fed but to prick the conscience of Middletown into digging deeper into its own resources to care for its own people.

One weakness of the program seems to lie in its lack of contact with small communities with little or no leadership and few if any resources. In theory the state organizations through their directors will deal with such situations, but the state directors, with certain honorable exceptions, are not getting into action as rapidly as might be; in fact do not seem to know just where to take hold. From these small towns, defenseless as they are against the winter's distress, will

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John M. Baer in Labor

Making it balance

come, many people believe, the most vociferous demand for federal relief. They may be the little wee bears of the situation, but they are bears withal and have teeth.

In the actual appropriation of state funds, with a clear plan for their administration, New York, led by Gov. Franklin D. Roosevelt, was the first to come forward. With a minimum of jockeying for partisan prestige the legislature, in special session, accepted the fundamentals of the governor's program, which rests squarely on a 50 per cent increase in state income taxes for 1931, a precedent which other states and their politicians are observing with keen interest, some with satisfaction and others with consternation. The New York plan makes twenty million dollars immediately available and sets up a commission of three, appointed by the governor, to administer it. Half of the whole sum is designated for home (outdoor) relief to be allocated, under certain conditions, to county and municipal welfare officers as supplementary to their own funds. About eight million dollars is designated for work-relief in towns and cities, to be administered by local commissions appointed by the mayors. One million will be applied to state work on a relief basis, and $548,000 to pay the state bonus to war veterans who have hitherto failed to apply for it. The remainder, less than $500,000, is earmarked for administration.

Other governors, among them Gifford Pinchot of Pennsylvania and Morgan J. Larson of New Jersey, have announced that they will call special sessions of their legislatures before the end of the year. Others are appointing commissions to do no one quite knows what.

But at this moment the burning question is less what the states may or may not do but what the communities must do, and do quickly. The pressure for relief is steadily increasing. The first cold weather—well, that is when the bear will walk. It is at this immediate point therefore that the Welfare and Relief Mobilization of the Association of Community Chests and Councils looms large. While government officials are weighing plans and administrative devices the chests are going out for money—more money than they have ever asked for before. When this is read two trial balloons, the campaigns in Duluth and Seattle, will have gone up, with results which may indicate which way the wind will blow when the big block of campaigns come along between October 19 and November 25.

IT cannot now be said just how heavily the chests have increased their goals—there are too many new factors in this year's campaigns to make blanket comparisons with other years. With many qualifications Allen T. Burns, director of the Association, ventures that the increase, by and large, will average about 20 per cent. Detroit and Cleveland, two of the biggest chests, show little or no increase, this because Detroit's whole relief load is carried outside the chest and because Cleveland is confidently anticipating a county tax levy for poor relief which will take at least half the burden off private funds. There are several spectacular increases in fund goals due to the general tendency to amalgamate last year's emergency unemployment committees with chest organizations. Pittsburgh, for instance, which last year raised about $3,300,000 through the separate efforts of committee and chest has this year combined the machinery and brought in the Jewish Federation with a single goal of $5,500,000.

In all its beating up of community activity the Association's field staff, the Paul Reveres of the mobilization, have found much more adequate preparation for the winter and much more confidence in the outcome in towns with a chest organization than in those without it. The chests have developed trained leadership and a sense of community unity in responsibility which now gives every effort a starting point. In towns without such a focus there is confusion with valuable time lost in organizing leadership. But of course this established leadership brings added responsibility to the chests. They are the town leaning-posts. If they break down or even wabble they will be lost. Added to their perplexities is the fact that while the whole country is steadily being made "relief-conscious" the chests are held accountable for the whole structure of welfare services. Again they must maintain a firm stand else their future no less than their present prestige will go down. "We are on a hot spot," said a chest man, "and we certainly know it."

How—and if—the great chest funds will come no one dares predict. Last year the increases (9 per cent for the whole country) were due appreciably to the small giver. Gifts of twenty-five dollars and less formed 2 per cent *more* of the total whereas gifts of one hundred dollars and over formed 2 per cent *less* of the total. That, say the chest folk, cannot happen this year. The big giver must dig deep and hard, clear back into his capital. The big giver is plainly the nub of this year's campaigns. But the big giver, unhappily, has had bad news from London. How he will rally can be told only in the last days of November.

Large as private effort looms at this moment it will be in this winter's relief only a minor fraction of what must be forthcoming. The statistics gathered by Ralph G. Hurlin of the Russell Sage Foundation have already made it clear how much of the whole relief load in some seventy-five cities is carried by public funds, about 75 per cent in both 1929

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and 1930. During the first six months of 1931, the total disbursement, public and private, in these cities, including work-relief wages, mounted to about seventy-six million dollars, an average of thirteen million dollars a month.

To what extent the guardians of local tax funds will further loosen the public purse-strings cannot be guessed. These gentlemen too are on a hot spot. Pushed from behind by public opinion to meet urgent and obvious relief needs, they face a grim block of overburdened taxpayers. Certainly the bear to which the public official unhappily clings is a restive brute. Is it any wonder that so many of them are willing to yield their handhold to President Hoover?

Chicago, Boston and New York, the three big cities without a chest organization, are girding for the emergency by compromising their practices if not their principles. Chicago has joined its money-raising forces in a single drive for $8,800,000 to meet the relief budgets of the family agencies and to supplement the budgets of other accredited agencies (see The Survey, August 15, 1931, page 471). This sum, many experienced persons believe, is wholly inadequate, but is probably all that the traffic will stand. Chicago's situation is complicated by the notoriously barren condition of its municipal treasury.

Boston relies for relief chiefly on its well organized public welfare department. Public funds provide nearly 95 per cent of total relief disbursements so that Boston is, in a way, in a less alarming situation than some of her sister cities. But the general tightness of money and the increase in the demands, incident to unemployment, for service other than direct relief, are steadily pressing the agencies toward some kind of a joint campaign to supply needed funds which they cannot raise themselves. An out and out campaign for an unemployment relief fund is unlikely, for Boston is determined not to do anything that would tend to shift this responsibility from public to private sources.

New York is turning again to the devices of last winter, modified somewhat by experience. Headed by Harvey D. Gibson, banker, a committee of financiers and industrialists proposes to raise twelve million dollars to lighten the burden of unemployment relief on eleven family welfare agencies and to maintain the Emergency Work Bureau (see The Job Line, The Survey, February 1, 1931). Each agency will be expected to raise its own budget for normal needs. Big as this twelve million dollars sounds, it fades out before the staggering total of the sums expected from municipal sources. The Department of Public Welfare is asking for $11,594,145 for its 1932 budget, a jump of $6,762,596 over the current year—none of it for relief. In addition it will require for old-age relief, veterans' assistance and mothers' pensions enough more to bring the total up to $19,694,145. How much of a slice of the state fund will come to the city has not yet been determined.

New York spent, in the year ending October 1931, according to estimates by the Research Bureau of the Welfare Council, more than forty million dollars for relief and emergency work wages. Some 430,000 families are now, by the same estimate, suffering from the effects of protracted unemployment. And this winter, as anyone will tell you, will be worse than last. New York's bear is, we submit, the gre-e-at big bear of the whole bear family.

Gaps in the National Relief Program

Barely six weeks before snow flies and in the face of a situation comparable to a war emergency there is:

No effective provision for cities under 25,000 population.

Lack of action in getting going the state organizations which would function in these smaller communities.

No plan for stimulating appropriations from public funds by states, counties and cities.

Lack of a plan for contributions by national corporations and chain stores—shall they give at headquarters, usually in New York, or wherever they have branch plants and local stores?

Danger to the whole social-service structure aside from relief.

Cesare in The New York Times

Uncle Sam faces a big job

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Outwitting the Machine

By L. P. JACKS

TWENTY years ago a few of us began saying that an education which trains people for work but not for play is at best a half done job. The existing method, we said, of training people as receptacles for knowledge, mostly in the form of book learning, and then turning them loose on the world with no aptitudes, no skill, no interests for the occupation of their leisure, is humanly inadequate and socially dangerous. It is not the way to make good citizens, nor to make happy and healthy men and women. But for the most part we were voices in the wilderness; there were small audiences, hardly any response and no enthusiasm at all; and all we got for our pains was the reputation of educational faddists.

Things are different today. Recreation and leisure have become momentous words in the educational vocabulary. Multitudes of educators are beginning to see that on the despised play side of life, on the neglected leisure end of it, lies an opportunity for building up that higher and nobler humanity, which the old system, concentrated at the other end, gave little promise of achieving. The discovery of these educational possibilities may be counted among the great discoveries of the present age. It marks the dawn of a new era in education.

What are the causes of this sudden growth of interest in the problem of leisure? Doubtless there are many; but there is one which has a special interest at the moment—the terrible phenomenon of unemployment. These dark times are compelling us to ask, what does unemployment mean for the vast majority of the unemployed? It may be that, in doing so, our economic difficulties are rendering us a service, by revealing a grave defect in our educational system which we didn't see before, or saw imperfectly, but which now that we do see it, will inspire our educational efforts with new vision, and energy. It is unemployment as it affects the lives, characters, health and happiness of the unemployed which concerns the educator, as distinct from the economist or the politician. In this human sense unemployment means that millions of men and women find themselves the unwilling possessors of a vast amount of leisure which, quite literally, they don't know what to do with—empty leisure without purpose or meaning.

We have all studied the unemployed in statistics and drawn our own economic and political conclusions; but some of us have gone a little further, studying them as human beings; asking, what are they doing with themselves during the long weeks and months of enforced leisure? For the vast majority unemployment is a period of what can only be called human stagnation. The existing dominant tendency is downward, physically, intellectually and morally. These people will return to their work, if ever they do, not better human beings, but worse. Here and there a man or woman may seize the opportunity for reading, or for acquiring new skill. I know a young man who has learned to speak Russian since he has been out of a job, and learned it well. But for every one who spends the time in those ways you will find a thousand who merely stagnate.

THE sad thing is that the formal education they have had has not prepared them to do anything else. Many of them have been trained, possibly well trained, for the job that earned them their living. But, as one of them remarked to me the other day, "So long as my job was there my education helped me along splendidly. But now that my job has gone, I'm as empty as a barrel." I have of course heard of men retiring from business with large fortunes but with barrels just as empty as that of my jobless friend. If you study the way people generally spend their leisure time, employed as well as unemployed, you will find that a great deal of it consists in the filling up of empty barrels with rather questionable stuff. How many of our movie-houses, for example, might well write over their doors, "Empty barrels filled up here." I think this metaphor suggests quite fairly the condition of multitudes, both rich and poor, who depend for the filling up of their leisure on ready-made pleasures. A man educated for leisure will not depend on other people for his amusements. He will be self-active and not a mere receptacle for pleasant sensations.

Man is, after all, a creative being. His body is a creative instrument, marvelously fashioned for that purpose. His mind has a corresponding function. Man, in other words, is a skill-hungry animal—half grown, thwarted, discontented and miserable till that hunger is appeased.

This conception of man is as old as Aristotle. Its revival in modern times marks a profoundly significant advance in the right understanding of ourselves, our neighbors and our children, and unless I am much mistaken, it heralds a revolution on the field of education.

We used to be told, and are often told today, that man was created for the enjoyment of happiness. There is a profound truth in that but a truth easily misunderstood. We misunderstand it when we think of man as an empty barrel waiting to

Unless we moderns can learn to use creatively the leisure—voluntary and enforced—that the Machine is giving us, civilization, as we know it, will go to pieces. This is the warning of L. P. Jacks, British educator, editor and publicist, who has lectured in a number of American cities during the past summer under the auspices of the National Recreation Association. Dr. Jacks is principal of Manchester College, Oxford. He has been editor of The Hibbert Journal since its founding in 1902 and is generally recognized as the leader of the adult education movement in England. We are privileged to publish here in substance the paper he gave before the Recreation Congress in Toronto early this month.

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be filled up with happiness from sources outside himself. Since the world began no human being was ever made happy in that way, or ever will be till the world ends. The happiness his nature demands is impossible until the creative part of him is awakened and his skill-hunger satisfied. Till then he is living on a starvation diet, thwarted in body and mind. Granted that he is created for the enjoyment of happiness, his happiness must be on those terms. No amount of ready-made pleasures, no intensity of external excitement will ever compensate a human being for the starvation of his essential nature when skill is denied him.

I think that the words, play, recreation, leisure, are the names of a great opportunity for awakening the dormant creativeness of human beings, which other circumstances of their present lot are tending to suppress, and which education hitherto has sadly neglected.

WE all know how mechanization and mass production have invaded the whole field of human work. We see this process going on with increasing rapidity. We are looking forward to a time when mechanization and standardization will be far more advanced than they are now, some authorities predicting that in the not very distant future the working day will be reduced to four hours, or even three. That would mean an enormous total of leisure time, to be used or misused as the case may be.

Whatever method might be adopted for distributing the mechanical work that had to be done—compelling everybody for example to do his equal share of it, as Bertrand Russell suggests—the total amount of free time at the disposal of the community would be on a scale never before imagined: What is going to be done with it? What are people doing with the amount they now have? What are they going to do with the large amount awaiting them in the future?

From the human point of view, as distinct from the economic, increasing mechanization is unquestionably an evil. It has reduced the area where skill is possible, though not of course destroying it; and that is a human misfortune, because personal skill, as I have said, is an essential human value. But happily that is not the end of the story. If mechanization is extinguishing skill at the labor end of life may it not be that the leisure it creates by reducing the hours of work offers to mankind an opportunity for recovering joy of skill, which machinery is destroying at the other end?

THERE are some of us who see an opportunity for making good what has been lost through mechanization, and for more than making it good. Not for a moment will we admit that education for leisure is a trivial device for adding a little amusement to dull lives. We claim it as essential to the health and character of our populations. Not for a moment will we allow that education for leisure is inferior to that which now goes on in our schools and colleges. Equality in importance is the very least we claim for it. Some of us even regard this as the highest form education can take. We see in leisure a great opportunity for outwitting the worst evils of a mechanical age.

If we succeed in setting on foot a sound education for leisure, the effects of it on the mechanical end of our civilization would be far-reaching. Industry would have to adapt itself to a new situation. New demands would spring into being from the leisure end of life. That part of industry which is now occupied in meeting the demands of people who spend their leisure in what one may call "playing the fool" would gradually disappear. Ugly and worthless things would cease to flood the markets, goods of high quality would take their place; houses would be better built, clothes would be more beautiful, food would be more wholesome, so that in the long run mass production itself might be infected with the passion for excellence, in place of the passion for gain. In my own lifetime I have witnessed a change for the better in the quality, the beauty, the design, the real value of a thousand commercial articles, because the leisure of the people, uneducated as it still is, is not quite as uneducated as once it was. But that is only a foretaste of what is to come. Looking into the future I see the industry of the world devoting its energies more and more to producing the goods and services a noble leisure demands, and itself ennobled by the leisure it serves and supports.

There are those who see a grave social danger in the increasing leisure of our great industrial populations. But man is a danger-facing animal, as well as a skill-hungry one, and man's creative powers are never more splendidly exercised than when he is converting his dangers into opportunities. Far be it from me to minimize the immense social dangers that arise from the rapid growth in the total amount of free time which is placed at the disposal of the community.

Today, as I see it, our civilization has to choose between two things: going to pieces altogether, or finding some higher use for leisure than the pursuit of external excitements and ready-made pleasures.

THAT higher use is precisely what leaders and workers in the recreation and adult education fields are out to find and to establish. We are invading the play time of the people, not for the purpose of killing play, but for the purpose of vitalizing it. Some of us, indeed (I myself am one of them), refuse to admit that there is any distinction between work and play in the last analysis. We think that the best work is a kind of beautiful play that goes by the name of "art," and the best play correspondingly a kind of beautiful work. We propose to marry work and play; to bring them together in a common pursuit of excellence; beginning in the nursery school and holding them married right on to the university, and then on to adult education in general.

At present a lamentable divorce exists in our education system between athletics and learning; between mind culture and body culture. We want to carry on the two things together as a genuine education of the whole man. We are taking the word "recreation" seriously but not sourly. We are grasping its real meaning—as the re-creation of the whole man on the lines of self-activity. A thousand questions arise as to how this is to be done and how that is to be done. Difficulties and dangers loom up at every point. The truth is that we are embarked on a great adventure. We are pioneers, and the pioneering spirit which led our ancestors into the wilderness all over the world is leading us onward today to the discovery of a vast continent of human values, richer in treasures than all the Americas combined.

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Epidemic Demoralization

By HAVEN EMERSON, M.D.

SHALL we wait for social sickness? Health officers, physicians in practice, visiting nurses and social workers are asking this question. The answer concerns all Americans today.

Is there so great a need to keep people alive by gifts of material relief to those who have neither work or other sources of support, that we must jettison our accumulated resources upon which so many hopes, yes and convictions, of success have been built? Shall we discontinue the chlorination of water, stop the pasteurization of milk, allow malaria mosquitoes to resume their breeding, and give over immunizing children against smallpox and diphtheria because these health services cost money which might be used to feed and warm and clothe the unemployed?

Certainly not—and if for no other reasons than those of costs and results. The pittance that preventive medicine is costing us, a bare 1 per cent of what we spend for sickness, and the wealth of life, security, comfort of mind and body this investment has brought us, are sufficient reasons to determine our governments in city and county and our volunteer health agencies, national and local, to abate not one jot of their labors for health, nor accept any reduction in their wise demands for adequate budgets devoted to the application of medical sciences to the prevention of material and personal disease.

And what of welfare activities, distinct from material relief and apart from health protection in the medical sense? Is there any real distinction between immunity to disease and freedom from epidemic demoralization? Is suicide less preventable than death from typhoid fever? What of the contagiousness of gangdom, the epidemiology of murder, the chronic invalidism of despair among the unemployed?

Can we be mistaken in believing that the morale of the household depends on more than the desirable three meals a day and a bit of coal in the bin? Look about you, listen to the queries of the wise ones, or to the grumblings of the discontents. "We shall see to it that all have relief," say the leaders. "We shall discriminate against welfare frills," say shortsighted contributors. "We suffer from uncertainty and a broken faith," say those who must live by the help of others.

Do not be deceived by vital statistics, priceless and trustworthy tally sheets of society though they are. These indicators of the length and security of life are but records of the crudest facts of living and dying. Read them carefully and you will fail to find any evidence of gross material damage to the vitality of our national population since 1929. On the contrary, an unexampled and consistent story of excellent national health is revealed by our lowest of general deathrates, by steady and large falls in tuberculosis mortality and a most favorable picture of survival among infants.

Truly never has this or any other nation faced economic trials so admirably situated in the vitality, the physical vigor of life expectancy and freedom from preventable disease among its people.

Yet that is but a glimpse at the true story. Economic depression has caused all of us to pause in the midst of extravagant self-indulgence. We have been an overeating, overdrinking, overplaying people for some years past. All are now more moderate by necessity or from wise choice.

Perhaps 75 per cent of all of us are greatly benefiting by the now popular economies of expenditures. Moderation is doubtless advancing the health of all who live in security, of those who can rely upon their work or their income. This, the great majority of the people, is healthier, fitter, and by the measure of the lower costs of all necessities, better off and abler to help others than when they were in the full career of the extravagance of an age of visionary perpetual prosperity come true.

What of the other quarter of us who make an ever broadening fringe of dependency, looking with decreasing confidence for that most valuable assent of mankind, the privilege of being in some way necessary or indispensable in a world of men?

EVEN at our best of health and prosperity there has ever been a great multitude, the tenth it used to be called and now it is twice or thrice as many, who only glimpse the paler satisfactions in life through the help of those, the true Christians of our day, who serve under the name of social workers.

Health we can assume for the body. Protection against bacteria, probably. Guidance to a good use of foods, to some degree. But of what avail is life if the living of it has lost its savor? Why live if there is no play; how escape the fetters of no transportation, or how find the space where play is permitted and protected if the money given for food leaves no margin for the satisfactions of a leisure time?

Today and now we must make our choice between social sickness and social health. The physician looks a bit from the side-lines, and reaches back into his memory of medical history, before our era of prevention, and he calls aloud to social forces, the powers of recreation, character-building, family guidance, child aid and protection, to take warning, to forge forward as an army of community morale, to prevent for a million or two families social catastrophe compared with which mere personal illness and death are but passing trifles.

Prevention of social disturbance, of lost balance in community life, of broken families, and of lost faith in fellow man is the burden of the moment which demands a full program of public and private welfare resources.

Not icing for the cake but leaven for the dough of the national bread-loaf is what the welfare and relief mobilization will provide as a measure of prevention of social sickness.

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Why Is a Board of Directors?

By ROBERT W. KELSO

A NEW day has dawned for charity boards. In the fear that many of their members may oversleep the sunrise, this article is offered. Behind the new situation are two principal factors.

The growth of community chests in the past few years to a total of some 375, has brought stable financing for operating budgets to more than six thousand social agencies throughout the United States. In so doing, the movement has emancipated an equal number of boards of directors from never-ending monthly discussion about finances. The sad-eyed picture of the poor turned away from the door, or of workers waiting for their pay while the board studies out a new emergency appeal, or goes still-hunting for a good angel, has been stricken from the docket; and there is time available for the discussion of plans and policy.

Only the initiated know what an endless grind this problem of money raising has been. Next to the protection of cats from cruelty, probably the strongest appeal to the sympathies of the giving public is the care of children; yet boards in charge of child care must bow and scrape and sometimes wheedle, to secure the money with which to stave off the most heart-breaking tragedy. The unpopular appeal has no chance except it be adopted by a parental benefactor.

Most social work enterprises have originated in the devotion and ambition of a single person or a small group. For a time—often a period of years—they have supported it individually. But the need for service has been pressing and the work has expanded to meet the need; in consequence there has come a time—it comes for all such efforts—when the small group can no longer afford the overdraft. They launch the enterprise upon the general public and at once constitute themselves, without knowing it, into a finance committee spending practically all their thought on the single topic of raising money to support the budget. It is the common experience of the social-work executive, to bring to his directors' meeting month after month a series of pressing matters concerned with the functional policy of his agency, only to see the entire list postponed in favor of a discussion of the next money-raising entertainment. And this has been the situation, even with the best of boards.

To this first important factor is added a set of circumstances arising out of the business depression. Social work is now under the heaviest strain in its experience. Unemployment, with a long train of social breakage, has overburdened the thin fighting line of professional social workers and called out hordes of volunteers to help in processes of relief and in numerous leisure-time organization efforts. The new profession is struggling hard to make use of this large army of untrained recruits and at the same time to maintain professional standards. The key to success in this effort is the board member.

SOCIAL breakage, flowing directly from unemployment, has overrun our relief agencies like a flood. Character-building organizations, stunned for a time by the neglect of a public bent on emergency relief, have begun to find themselves in new efforts at organizing the leisure time of the unemployed themselves; of carrying out sundry services auxiliary to the great emergency. Hospitals, although not materially increasing their total amount of service, find themselves with an ever-increasing total of free care and a heavy overload on their social-service departments. From every quarter comes the call for personal service. The supply of professional workers, limited in easier times, has been quickly exhausted; and the volunteer must be brought in to render once more tasks that were gradually assumed by the professional group to be too technical for volunteer effort.

The larger relief agencies have found it necessary to develop departments for the organizing of volunteer service, so that slowly and with much pain the processes of bringing the volunteer into his rightful position where he may function under friendly professional direction is under way. Happy is the organization that has on its board individuals efficiently informed to provide an intelligent liaison.

To these two inducing factors might be added the growing consciousness of social work as a profession; but these two causes in themselves are sufficient to bring sharply into the foreground the problem of the agency board and its elevation to higher effectiveness.

While the metamorphosis in board practice is going on,

A Series on Volunteers and Trustees

With social agencies undergoing the heaviest strain in their history, with boards of directors under constant pressure to assume new responsibilities, with volunteers called to the colors in increasing numbers, the time seems opportune to take stock of the changing status of the layman in social work. During the coming months The Survey will offer its readers a series of frank discussions by professionals, board members and volunteers on the practical aspects of their relationship. This first article by Mr. Kelso, director of the St. Louis Community Fund, whose experience as an executive has given him keen insight into the strengths and weaknesses of boards, will be followed by Has the Board Member Lost His Job? by Lillian Laser Strauss of Philadelphia, herself an ex-professional, a volunteer and a board member all in one, and by A Volunteer Takes a Look Around, a shrewd common-sense appraisal of volunteer and professional attitudes by Gladys E. H. Hosmer of Concord, Mass. Other articles will be announced later.

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it is important to take stock of the governing body. Why is a board of directors? In what way can they guarantee efficient service in the pursuit of well considered social-welfare planning? What could a well meaning executive do with a board anyway? As the community chest movement emerges from its cotyledon stage of growth, in which agencies combine their money collecting, to the fruiting stage, in which a coherent community welfare plan begins to take form, how can the individual board of directors be made the increasingly intelligent vehicle for the bringing in of problems and methods to be hammered in the central crucible?

TO the man on the street there are three principal kinds of social-work boards. First, there is the scenic board, which stands about on the platform of effort like trees, towers and green tormentors. They are the trappings of the play, and take no other part. Usually they are the product of consistent effort of a well entrenched secretary, to place about him a group of ornaments who will never fail to say yes, and whose yes carries a sacred significance in the community.

Then there is the ubiquitous board. It runs the whole works. One may see it entering upstage, peeping through a side entrance, watching for cues, or striding across the proscenium in the character of Hamlet himself. This kind of board, when conducting a case-work agency for instance, insists upon disposing of every individual or family by solemn vote. If the visitor thinks that baby Jones should go on a formula, a committee of the board, or the whole board in conclave, will have to decide it. A board of this sort does not deserve a real executive officer and usually doesn't have it.

The third type is that of the responsible group who consider the plans of the executive, weigh them in the light of sound welfare policy and of the available budget, and take final responsibility after decision. This third type is the only genuinely effective board of directors, but it is yet a long way from its highest development. Types one and two need to be born again; type three needs only more of the educational processes carried on by the intelligent executive.

What then is a board of directors for? When the corporate form of business was invented, the old pater familias who owned all the assets of his business enterprise, who kept a bookkeeper up on a high stool watching the accounts and a clerk at a table writing correspondence in longhand; who knew the entire working force by name, and took a special interest in their families, began to disappear. In his place came a committee the members of which were the trustees for individuals whose ownership in the business was expressed by certain certificates of stock.

It was natural in seeking to devise legal forms for non-profit-making enterprises aimed at community welfare, that we should adopt the form already tried and approved in business. So complete has been this imitation that the application forms for charity charters still used in many of our states inadvertently require the social agency to state the number of shares of its capital stock. We must look therefore to corporation law for any legal definition of the obligations of governing boards in the field of welfare. But in this field of social work, legal rules based entirely upon the law of property cannot be depended upon for the entire definition. To ascertain the sound functions of a social-agency board, we must examine not the old rule of corporation law, but rather the problem with which the agency deals, and the relationship of the service to the public.

The board of a social agency is a trustee of its enterprise, within the terms of the charter purpose. It carries the entire responsibility for the conduct of that enterprise. It may delegate duties and processes, but it cannot unload that responsibility. If it chose it might, as in the example of our ubiquitous board, parcel out the administrative task to sub-committees and handle every item of the agency business with its own hands. In this case it would be seeking to carry out its responsibilities without realizing that social work is an extra-hazardous occupation calling for skill and continuous application. The board member who is a volunteer, usually with a full-time occupation of his own in other professional fields or in the world of business, is only a casual observer of the processes which his agency should represent in the field of social work. The reason why a board should not undertake the actual administration of detail is that the average board member is not competent as a workman in this craft, and has not the time necessary to devote to it if he were.

The obvious step for a board with such a vital trusteeship is to secure a paid staff that is competent to render the services necessary. Although this practice is now almost uniformly followed, many boards, as in our example of the scenic board, sit back in ease, with the feeling that "as we pay the staff to run the agency, all we need do is lend our influential names to give the organization dignity and prestige in the community." Such boards miss the vital point of their trusteeship. Their business is not merely to employ a staff and OK its action; they must keep the purposes of that enterprise a living expression of the effort of society to prevent or relieve the particular distress involved, to the end that the common welfare may be advanced. They cannot do this unless on the one hand they are observers of the nature and the trend of social need; and unless on the other they are interpreters of long and carefully considered planning back to the public.

AS might be suspected, "habit patterns" in agency-board conduct arise less out of board initiative than from the manipulation or neglect, or it may be the ignorance of executives. There are still in social work a considerable number of executives, mostly old timers, who carry about an ill-concealed contempt for social-work boards. They will tell it to you at conventions, if you urge them a little. Their ambition appears to be to put themselves forward in their respective communities. They take the short-sighted view that the only value a board can be to them is the influence of a group of good names. Executives of this type may be known for their personal strength, but their agency is seldom known as a leader in community planning. The agency settles down into a regular path, gauged by the convenience and the understanding of the executive. New needs are seldom sensed and new methods seldom developed. Staff members, instead of having the encouragement and the responsibility of originating ideas, must do as they are told, without question. By a sort of executive clemency, board members are permitted now and then at the offices, but they must have a pretty definite errand and leave early. Chatting with the staff and becoming familiar with the work is frowned upon. As younger and better trained executives come into the field, there is less and less of this short-sighted treatment of boards of directors.

The chief cause for the failure of executives to cultivate

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their boards, is a failure to understand just how to go about it, and such a complete absorption in the administration of the enterprise as to neglect board interests. Many executives have personality difficulties which make them shrink from a free and wholesome companionship with the members of their board. Somehow these persons are a little removed—often they look upon the executive as merely a paid employe. He, or more often she, gets the feeling that they are looking down on him; whereupon he takes refuge in proof of his competence by hard work and aloofness that satisfies his vanity but damages the job. Happy the agency that has on its board a woman of such keen perceptions that she sees these obstacles to efficiency, and undertakes in a friendly way to discount them. In not a few enterprises the high standing of a board and its harmonious action with the staff is due in its entirety to such a bit of liaison service by a knowing member.

With social work now developing as a new and vigorous profession, the first duty of an agency board is to secure a competent executive. It is not enough for the directors to decide about what salary would look good on their budget and then set out to find someone who will do the job for that price. Neither is it competent to decide that, as the work is in the interests of welfare, the staff should share in the philanthropy by working at a wage far below the market for that sort of service. Just as these same individuals would not hire a cheap doctor or put their own estate in the hands of a police-court lawyer, so they should not bargain away a public trust into the hands of incompetents on a false idea of thrift in the budget. Market prices for professional service in the welfare field are slowly emerging. Meantime the turnover in the field of social work is large, due to a considerable extent to the bidding away of underpaid people to better paid tasks that are worthier of their ability.

The directors therefore should weigh carefully the choosing of their executive, paying him what he is worth in the market. Their next duty is to allow that executive to develop his staff on the same principle. Many boards deny their executive the right to hire and fire the staff. Social workers in general get along amicably together, and do their best on the job, a circumstance which minimizes this widespread error in organization. The executive is responsible for his staff; he should do nothing without full accounting to his board; but the staff should be responsible to him and only through him to the board.

THE second duty of the board is to keep itself informed of the actual work of the agency. A board cannot understand program and policy without a knowledge of the facts that underlie it. It cannot look back into the community need, except it see that need in the light of the agency's effort to relieve it. Obviously no board can keep itself successfully informed without the active cooperation of executive and staff. Here is where most executives fall down. Either they do not know how, or they neglect to keep the board in close personal touch with the facts of the day's work. Much can be accomplished by regular routine reports to board members; but the come-and-see processes must sooner or later be brought into play. Members should be made familiar with all the ins and outs of the work at the least expense of time and effort to themselves. Only by such careful preparation can a board be competent to assume its third and most important duty.

This third duty is the development, usually at the initiative of the executive, of the agency's program of work. It is not enough that an agency program be put forward with the label "same as last year." Times change rapidly, and needs change with them; for which reason methods should be changed whenever needed, to suit. Constant reconsideration and revision of methods and policies is necessary in social work. In no field is static more dangerous to efficiency. Many inventions and some wiles are necessary in a good executive, to keep the elements of a program constantly dangling before the eyes of his board members.

It is to his interest as well as to theirs, that every suggestion he makes and every idea he advances, shall go through the crucible of impartial discussion and live or die on the mature conclusion of all of the members of his board. Programs springing full armed from the head of even the best executive, can be highly dangerous to the public well being. Board members, coming from all walks of life, seeing human affairs from many angles, form an excellent corrective to the telescopic vision of the far-seeing chief.

THE fourth important duty of the board is that of interpreter. The enterprise is a trust; its beneficiaries are the whole public without distinction; its clients are the persons helped. Too many board members and even executives entertain the subconscious fallacy that their duty is only to the client on the one hand and the benefactor on the other. If this were so, human handling of the client and an accounting to the benefactor would be the sum total of justifiable accounting. As a matter of fact the public is vitally concerned and is entitled to a continuous interpretation of the service in understandable terms. This interpretation finds its ablest channel in the membership of the board of directors. They come from many walks of life; they have friends in all corners of the community; they have perspective; they, if anybody, are able to orient the work of their agency in the welfare plan of the community in which they carry it on. If the work is to prosper as a public benefaction, it will do so best through their efforts at telling its story.

The community chest movement has added a third dimension to the value of their efforts in this regard, by developing the Council of Social Agencies. This comparatively new instrument is a common forum in which executives and board members may discuss problems and plans. It is the essential element in the community chest, of greater fundamental importance even than the money-raising mechanism. Through its discussions the valid angles of social needs and limitations upon action are given emphasis. Problems that might have lain supine on the desk of an executive or passed perfunctorily through an inattentive meeting of their board, are dragged out into the limelight of analysis. Many minds are put upon the question, so that when it returns to the executive for administration, it has been purged of many of its likelihoods of error. The board member takes his or her share, not only in the meetings of the board itself, but in the problem meetings of the council.

If the professional social worker with his greatest ally the board member, will see with a clear eye the great possibilities of this day of change, the direction of social-work enterprises can be greatly improved and their credit in public opinion rapidly advanced.

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Dear Louise:

I HAVE your note of Saturday asking me for advice about how the 'Megas should proceed with their relief work this winter. Of course I am a little flattered that you girls should have asked this, for I've found that small towns like Richboro are inclined to think that New York social workers, even their own daughters, are not very practical in situations like yours. And of course it is true that the problems of administering relief in a little town where everyone knows everyone else are somewhat different from those of a great city, where life is so generally anonymous.

In thinking over the situation of the 'Megas—and do you realize how lucky you are, with your secure positions in life, all of you, on the whole, happy, carefree young women?—it seems to me that probably one of your greatest difficulties will be to understand the anxieties and worries of those whom you would help, and to avoid hurting people unconsciously. By hurting them, I mean hurting their pride and feelings, and also hurting the relationships within the families. Of course we all know that many of the people now unemployed are in every way as good as those who have been lucky enough to keep their jobs, and that they should not feel humiliated in the eyes of their families and friends when they have to accept help. But I imagine, don't you, that it is pretty hard to keep from getting a sense of defeat and finally of hopelessness when one needs a job desperately and cannot find one. We all know of people whose morale has broken under that strain. Therefore, it would seem to me very important that the 'Megas should in their contacts with the families they are helping do all that they can to keep the wives from losing respect for their husbands, and at the same time the husbands from losing their self-respect.

It is very important also that the faith and trust that children have in their parents should not be undermined at this time. You know very little things, just little words and gestures on the part of others, often can color a child's whole attitude toward his father or mother.

I remember your school lunch enterprise and how proud you all were of the progress you made in cutting down the number of undernourished children. That was a fine job but relatively simple when compared with family relief. That is a terribly difficult task. It calls for the exercise of much penetration and wisdom if it is to be well done. One of the hardest things in the world to do is to help people without imposing one's own views, attitudes, prejudices, notions on one's beneficiaries. Somehow there are very few people who can help people and yet let them live their own lives in their own way.

Here in New York we think that every effort should be put forth to raise sufficient money and to exercise ingenuity to provide made-work jobs for able-bodied men who are heads of families, and for women who are accustomed to supporting themselves and their families. As you know, last winter and spring we had some thirty thousand such persons on made-work jobs. It would seem to me that the 'Megas could very well go over the affairs of the whole town and scrape up at least some temporary jobs for men and women now in need of work. As I remember, the community hall was very dingy the last time I saw it. The lodge rooms could stand a good bit of sprucing up. Although we have the two new churches, there are still some things that could be done to improve them. Some grading and planting around our own church would make it look considerably better.

I suppose the most hopeful prospect of developing made work lies in your charging down on the town council and school board and making them take the necessary steps to get together a little money for fixing up of the streets, and particularly the school grounds. I remember how the bank around the school block in the north end was always washing out. A nice neat coping would improve the appearance of that school enormously.

THERE probably will be some people for whom you simply cannot scrape up jobs, and for these there is the question of what they are to do about just plain, hopeless idleness.

I remember your telling me what a good crew you had up at the highschool last winter, particularly the domestic-science and manual-training teachers. Wouldn't it be a good idea to offer some of these idle grown-ups opportunities for learning during their enforced idleness? I am sure that some of the men would find a relief from their worries in working with their hands, and some of the women would get great comfort out of mental occupation which they do not ordinarily have. I suppose most of the 'Megas were still in their teens at the time of the War, but I was in my thirties and in social work. We came to feel then that the morale of the people was one of the country's most important assets. It seems to me equally important now to see that the morale of the people is not shot to pieces by unemployment.

Knowing most of the 'Megas to be young women of real intelligence, I think you will probably want to do your relief job this winter in as skilful and workmanlike a fashion as possible. I feel sure that if the club would study its problem it could use the native intelligence of its members to better advantage. I should be glad to supply the club with a loan of books this winter, or even present them outright, if you think the girls would read them. A little book by Mary Richmond called What Is Social Case Work? has helped many people who faced situations somewhat like yours. Karl de Schweinitz's book, The Art of Helping People Out of Trouble, is another which I think would be useful. The pamphlet written by Joanna C. Colcord of the Russell Sage Foundation, called Community Planning in Unemployment Emergencies, boils down the experience of many communities in trying to meet the problems of unemployment. There are others if you want them.

I suppose that one of the most important things for the 'Megas to do is to make some kind of little inventory of the families in Richboro whose income has been seriously cut and try to figure out about how much of a loss in in-

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come these families are suffering each week. Perhaps with such a figure it would be possible to make the girls' husbands understand that this is the time to contribute to the 'Megas' treasury considerably more than they are accustomed to donate. As I think over the incomes that I know some of them have, I feel sure that they will be able to contribute a good deal more than I suspect they are now giving, without it interfering noticeably with their private financial affairs. And—perhaps you won't want to pass this on to the 'Megas—what if it did interfere a little? Of course it wouldn't be bad if some of these 'Mega husbands who, I have a sneaking suspicion, are playing pretty safe just now in their businesses, should be led to realize just what that safety may cost the whole community. Thank Heaven Richboro is a community worth saving; it is not on the down grade as some places are with nothing apparently in its future. The vigor and vitality that have made it so sturdy must not be lost now by its natural leaders playing too safe in their own concerns.

Finally, there is the whole question of whether the 'Megas should not ally themselves with other groups in the county and through that alliance establish relations with the state and national committees. As you know, this winter will require thorough organization in which every group must assume responsibility and take its place in the general scheme. It isn't exactly fair to dip into this thing and then slip out of it again. If we go into it we must hold ourselves accountable for the job we undertake. I take it that it is some such accountability that Mr. Gifford's committee in Washington wishes to secure from the responsible people in every community. While it may not relieve his mind greatly to learn that Richboro is going to see that none of its people suffer undue hardship this winter, probably if all the vigorous little Richboros of the country could now make such an assurance to him it would be an immense encouragement and would free his energies for the bankrupt communities which lack Richboro's resources and leadership, and perhaps also free them for work on the long-time constructive phases of this stupendous problem that is afflicting us all.

With love and good wishes to you, BELLE

P.S. I almost forgot about Christmas baskets. Do go light on them. They never solved anything yet, or helped anything very much. Persuade the girls to make it possible for the families to work out their own Christmas plans in their own way. It may not be so much fun for the girls, but it will be a lot better for the self-respect of the families.

A Nurse Writes in from the Wheat Belt

By AAGOT LIAN, R.N.

I AM writing you, Doctor, to give you a bird's-eye view of what the drought has done to the people of Stillwater County.

Stillwater County is on the main line of the Northern Pacific Railroad and the Yellowstone Trail, in south-central Montana. Rosebud and Stillwater Rivers run through part of the county. There are some irrigated sheep and cattle ranches but they are only a small part; the Wheat Basin is dry-land farming. The people are Irish, Scandinavians, Hollanders and some Americans, most of them thrifty and very good farmers. One settlement of Hollanders who came into this county from Illinois, well educated people with money, planned to make the Basin the wheat country of the state. For the first two or three years they had wonderful crops; they built good schools and churches and homes, believing they had found a garden spot. There were several small lakes and springs and they had everything they had ever wished for. The railroad and the state pictured the country in glowing colors. The sheep men had to get out, as every inch of the country was soon taken up as homesteads and the land was broken up and seeded into wheat and flax. They bought machinery and everybody was happy. Booklets were issued advertising the county and more people came in.

Then, somehow, nature turned on them; one dry year after the other; but they still felt hopeful for the future. Finally the lakes dried up and left a white alkali flat. Springs dried up and water was scarce. Debts piled up year after year; the banks began to fail and the banks which kept open had to cut the loans. Farms were then leased from the mortgage companies and the stock and almost everything they had were mortgaged and finally sold. They still continued hopeful that eventually this country would come back, rain would be sure to come, and what else could they do? Now, for three years, there has been no rain. They planted gardens but not a spear came up. They all have big families; children were the only crop that did not fail. Families of fourteen are quite common. They love their children and have great hopes for their future.

What drought means to the people in the wheat country and to a nurse sent by the government to help their children is drawn starkly in this actual letter. Miss Lian's appeal came to the National Tuberculosis Association with a letter from the Association's state secretary saying that all is as she pictures it in Stillwater County, Montana.

WHEN the surveys were made by the Red Cross and the United States government, Stillwater was included in the drought district and through the splendid work of one of the old-timers, Mrs. Henry Keating, the National Red Cross came to the rescue. In February $10,000 was given to be used for food, clothing and feed for the stock. Mrs. Keating, who is a tireless worker, has done wonderful work. She has distributed clothing and food to 162 families, taken care of 1380 people—people, who never in their wildest dreams ever believed they would have to ask for help. Their families were literally starving. The Red Cross has given out about two thousand dollars a month.

The State Bank of this town closed its doors December 23, 1930. People who had a bank

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account for a rainy day and believed they would be independent in old age, found themselves without a cent. In place of helping the young folks over the hard times they found themselves dependent on the earnings of their children for their bread and butter.

I was sent here by the Montana State Tuberculosis Association. The U. S. Public Health Service pays $125 a month for the salary and expenses for three months. I went out to the schools and examined the children, asking all the parents to be present; I gave talks to the parents explaining how diseased tonsils, adenoids, defective teeth and eyes should be corrected.

Drawing by Käthe Kollwitz

At the beginning I did not realize what the financial conditions were. Everybody was clean and seemed well-dressed. They wore patched and darned and made-over clothes and fathers and mothers both came to the meetings hungry to hear what I had to say and some had tears in their eyes. Many said: "Nurse, I know Johnnie is getting behind in his school work; I know he is losing weight, but for God's sake, tell me what we are going to do. Now please tell us how we are to get this defect corrected. Last year my little girl was ten pounds underweight; this year she is twenty-two pounds underweight." These are children ten and twelve years old.

A number of the children have very poor eyesight. Some have not seen the flowers or trees for years. Almost without exception the children who have really bad eyesight are from ten to twelve pounds underweight and have bad throats. I told them something could be done—that the doctors will surely give their help. There must be some organization which could raise money to care for some of the really serious cases. I promised I would do eevrything in my power to see what could be done. There has been a diphtheria epidemic in the county, also some cases of scarlet fever and whooping cough is now practically all over the country.

This county has only two doctors—partners. They have been in the county for twenty years and have made big money in years past and of course now have thousands on their books, but they are getting "hard-boiled" as we say. Perhaps we cannot blame them. I planned a toxin-antitoxin campaign and asked the doctors if they were willing to give their services if the state were to furnish the toxin-antitoxin free.

They said "Yes, they would be glad to do so." I started the campaign, got the County Teachers' Association to help with the educational part of it, talked in the schools explaining to the children and their parents what it was and everyone in the county was glad and more than willing to have the chance to get it. I sent out cards for the parents to sign and got a response of about fifteen hundred. But when I went to the doctors to set a date they had decided that they wanted a dollar a child. This is the very first and only preventive work ever done in the county. The local Red Cross has $275 in its treasury. They are willing to pay the expenses connected with the educational part, furnish alcohol, cotton, hypos, needles and so on, but of course when it came to $1000 or $1500, this was out of the question. We went to the county but they have no fund for anything of this kind. To collect a dollar from each child is impossible. You may say a dollar per child for the two injections is not too much. No, maybe not, but do you realize what an impossible thing such a collection would be?

One woman wrote the Red Cross for $1.80 to have a prescription filled for her husband. The Red Cross secretary did not realize how badly he needed it, or at least thought they needed it, and told them she was sorry but could only give them food and clothing. The women sold fifteen young hens and received $1.87 for all. Butter fat sells for fourteen cents and eggs at ten cents. A family of twelve would have to sell their farm and everything on it to raise money enough to have the children innoculated with toxin-antitoxin.

I have tried to raise money to send four girls to the summer camp near Billings maintained by the Montana Tuberculosis Association. The girls working in the Court House raised money for one girl to be sent for one month. I asked the Lions Club but they said they could not possibly raise $15 unless each member gave it personally and this they could not do. I then asked the Women's Club in Park City, but they also were unable to raise it. The Red Cross sent two girls and fitted them out with clothing for one month and the secretary of the Montana Tuberculosis Association is paying for the second month.

Many children could not attend school as their clothes and shoes were absolutely gone. One day when visiting a home I had talked for about thirty minutes about the feeding of children and the correction of defects, the folks finally said: "Yes, they hang a man for killing his children but if they starve to death or are slowly poisoned from defects that cannot be remedied due to lack of money, that's all right. Guess it's life."

WHEN I explain that the U. S. Public Health Service is paying half of my salary as a drought relief measure, really I feel ashamed to look those people in the face. One man said: "Yes, of course, it's a good job for you." It does give jobs to several people in the state but what are we going to do about it? What is to be done about seeing these children through next year? One child in this county died from spinal meningitis following whooping-cough and one died from a mastoid operation which developed after whooping-cough.

There are not many restrictions about these diseases, as everything is left to the health officer and he is paid only $125 per month and of course feels that he cannot spend much time on preventive work. Why could the U. S. Public Health Service not pay a doctor to care for at least the worst cases or to at least protect the people from diseases which could be prevented? I am telling you, Doctor, the people are losing their morale. When I tell them the importance of keeping their bodies in good physical condition, one man said: "Yes, of course, you don't know what it is not to have enough to eat."

The doctors are refusing to work where there is no money

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and the county does not have money enough to take care of these conditions, and Doctor, these people are the very cream of the nation—good honest workers—but they have no grain or feed for their stock and there is no work to be had anywhere around.

The other day a child ten years old walked four miles into Absarokee carrying a new-born baby suffering from hemorrhage. The mother sent this little girl to the hospital with the baby, but it died before she got there. There are two small hospitals in this county but they are not able to make enough collections to keep going. I wonder what can be done. Somehow, perhaps, you will be able to give some help. I believe you understand what we are up against in this great state of Montana.

S. R. O. at the Academy

By H. VAN Y. CALDWELL

Executive Secretary of the Academy of Medicine of Cleveland

AN S. R. O. sign at the Academy of Medicine of Cleveland nearly became an S. O. S. signal last spring. Venturing for the first time into the field of free health lectures for the public, the Academy in its maiden effort on the subject of Life in a Strenuous Age was so successful that hundreds were turned away from the first lecture by Dr. T. Wingate Todd, professor of anatomy at the School of Medicine of Western Reserve University, on a Sunday afternoon in March.

A hasty conference resulted in changing the remaining schedule so that the new Severance Hall, home of the Cleveland Symphony Orchestra, could be secured. This gave the Academy an audience capacity of two thousand instead of 550 in its own hall in the Allen Memorial Medical Library.

Confident that arrangements were now ample the Academy awaited the second lecture by Dr. George W. Crile on an April Sunday afternoon. An hour before the lecture was to start the committee on arrangements arrived to find the staff of Severance Hall arguing with hundreds of people who were milling about on the stone terraces outside trying to get in.

A half hour more and every available seat was filled, with two hundred people standing. Finally the attendants closed all doors while the terraces were still black with people who could not be admitted.

ON a Sunday afternoon in May the final lecture by Dr. Louis J. Karnosh, assistant clinical professor of nervous diseases, of Western Reserve University, brought the series to a close. And as if to make assurance doubly sure, the Cleveland public again filled every seat, even with a threatening storm blackening the sky. Now the Cleveland doctors are wondering where they will schedule the next series.

How did it happen? The subject, Life in a Strenuous Age, was timely; the speakers were locally and nationally known; but behind the concrete program was an idea larger than the program itself. A few weeks before the lectures were scheduled, the Academy announced it was forming a Health Education Foundation to endow health education in Cleveland and other centers. As a nucleus, the 1350 members of the Academy were donating ten thousand dollars from surplus funds of their own society. Instead of continuing to be the "Orphan Annie" of countless social-health groups, health education was scheduled eventually to have a financial home of its own. With the hoped and planned for endowments and with the leadership of the medical profession, health education was to become a definite entity; its methods were to be studied; those proven to be the best were to be used; and above all, prevention of disease was to be made an increasing reality.

So much for the theory.

The actual results to date are three enthusiastic audiences totaling over five thousand; a newly inspired medical profession, now aware of the public response to its organized effort; wholehearted offers of help and encouragement from social agencies, newspapers, magazines, medical societies from coast to coast; and preliminary indications of financial help from individuals.

Hardly had the first announcements of this Health Foundation slipped from the minds of the public, when The Academy dealt a second blow at the inertia of the public and the profession, this time with a public notice that on July 1 it would start a 24-hour information, emergency and call service. "The Doctor Alarm" is how one newspaper phrased it. "The Health Number" is the slogan another used.

This latter phrase is being used by the Academy, which amplifies it by citing the need for "One telephone number, for Health, comparable to those for Fire and Police."

BY special arrangements with physicians and ambulance companies, emergency calls will be promptly answered day and night. Information on medical subjects will be furnished immediately, or secured; or the person calling will be referred to the proper source. Names of physicians, either in general practice or specialists, will be furnished when the caller does not have a family physician. The service will not diagnose or prescribe nor compete with the private practitioner but will supplement his work by acting as a clearing-house for persons in doubt.

Special equipment is being designed by the Ohio Bell Telephone Company; five operators will be employed; direct lines to the Central Police Station and to the Official Nurses' Registry will be maintained. This latter service will become the official nurses' registry for the Academy of Medicine.

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Ending Women's Nightwork in Cotton

By FLORENCE KELLEY

General Secretary the National Consumers' League

THE Cotton Textile Institute tells the interested world that nightwork of women and youth in cotton mills is now eliminated in a large preponderance of the industry. This is a step forward both social and industrial, the significance of which for American civilization it is impossible to overstate.

In the complicated modern process of retrieving the cotton industry this has been the outstanding feature, because the change has been achieved voluntarily from within by applying the principles of scientific management in its most constructive phases.

Ever since artificial light made nightwork in mills possible such employment has been the bane of the industry. It has strenghtened the seasonal nature of production. It has drawn mothers away from their young children to the mill just when their presence was most needed at home. It has lowered the vitality of mothers by condemning them to broken sleep by day amid the demands upon them of their young children, subject to the noises common to mill-village life. Nightwork by mothers in mills has proverbially contributed to the high deathrates among them and their babies. For young girls the disadvantages of nightwork in mills have been scarcely less though they have been different. All this has been as true in Northern cotton manufacturing states where legislation was lax as in the South.

Eliminating nightwork of women and youth in the cotton industry is no recent happy thought of a group of enthusiasts inspired by the pressure of bad times. Donald Comer, of Birmingham, Ala., one of the leading cotton manufacturers in the South, has persistently advocated the discontinuance of night employment of women and minors on *social* grounds for a decade or more. Other leading manufacturers in the South, engaged in day and night operation, have for a number of years recommended the discontinuance of night employment of women and minors. This list includes William D. Anderson, president of the Bibb Manufacturing Co., Macon, Ga., Scott Roberts, president of the Alabama Cotton Manufacturers' Association, and Charles C. Cannon, president of Cannon Mills, Kannapolis, N. C. Moreover, Eben Whitman, with mill interests North and South, has advocated this reform over a period of years.

Judged by results, the Cotton Textile Institute is the ablest and best equipped group who ever served the cotton industry. They have substituted, for cutthroat competition and ruin, enlightened concerted action throughout the country to make daylight employment steady throughout the year.

Long since they substituted standards and planning in their own undertakings for rule of thumb procedures and guessing. This being true it is obvious that the elimination of nightwork of women and youth is no casual, incidental item in the stabilization of an industry. It is part of a scheme of nation-wide riddance of waste and increase of efficiency. What the National Consumers' League and other organizations had been urging by means of legislative campaigns for thirty years, on humanitarian grounds recognized in all other industrial countries, is now done here with the reinforcement of the managers involved in the industry on grounds of productive and financial efficiency.

On economic grounds and for the health of the operatives, the American labor movement has striven largely in vain for two generations for the establishment of daylight industry.

The history of cotton manufacture in America has been characterized by startling contradictions. High tariff protection for manufacturers had been the rule since the protective tariff was first introduced following the close of the Civil War, but for employers only. Low wages, longer hours of work than Parliament permitted to competing owners of English mills even as long ago as 1883, have been the lot of American women and children to this day except in the one state of Massachusetts with her unique statutory 48-hours week confined to textile mills and to recent years.

In 1876 Commissioner of Labor Carroll D. Wright stated that in Massachusetts, after the introduction of women and children, the whole mill family earned no more than the father had previously earned alone.

IN the North and South for generations until this year, a large majority of the mill owners have opposed child-labor laws and *any* shortened working hours by day or by night for men, women or youth; and all trade-union organization lest it lead to these raised standards.

Deprived by high tariff walls of the stimulus of foreign competition, American cotton manufacturers after the great War, unlike the electric and automobile industries, rested on their oars as to inventions. The South advertised cheap land, cheap labor, cheap coal, attracted abundant capital to urbanize rural states, and built far too many cotton mills and mill villages. This rapid and planless development led to overcapacity and this in turn contributed to peaks of overproduction and frequent valleys of unemployment.

Out of these distressing conditions re-enforced by the depression, came a new willingness of the mill owners to adopt modern methods of management, looking towards stabilized economic and social conditions in the industry as a whole. A proposal was made to the Cotton Textile Institute in 1929 to submit to the membership a ballot to amend the Institute's by-laws so as to permit the organization to treat legislative matters. The author of this proposal, Eben Whitman, was particularly desirous to place the Institute in the position where it could seek legislation to prohibit nightwork for women and children. This proposal was overwhelmingly defeated at the annual meeting in October 1929. Later developments, however, continued to emphasize the need of discontinuing nightwork.

A campaign of circulars and of conferences with owners and managers followed. At the next annual meeting of members held in October 1930, a declaration of policy among members and non-members, looking to the voluntary

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discontinuance of night employment of women and minors under eighteen years of age to be made effective not later than March 1, 1931 was overwhelmingly adopted. According to authentic information, 97½ per cent of the cotton mill owners who endorsed this plan (representing 85 per cent of the industry) are now operating in accordance with their announcements.

Cotton textiles rank seventh in production among manufacturing industries in the country. This successful reorganization according to the highest standards of management and of industrial relations that the cotton mills have ever adopted suggests, therefore, the following questions:

Is it not the urgent duty of enlightened consumers everywhere to promote nightwork laws for women and youth at every session of the legislatures, in order to restrain highly unethical and unsocial practices on the part of the few remaining cotton-mill executives who have not yet adopted this reform voluntarily, and to prevent backsliding by any mill however insignificant when times improve and the temptation to seize a momentary advantage over competitors looms large?

Is not this success of cotton textiles aided by the Institute a powerful argument for immediate extension of the same procedure to railroads, to coal, and to all other substandard areas of production and distribution?

We have been paying fearful penalties for our past planless conduct of industry. The country is for the first time ready seriously to consider the adoption of planned production on a national scale. Is there any reason why the same group of leaders in the cotton textile industry should not lend their valuable experience in embarking upon this larger and longer administrative undertaking?

Evaluation in a Child-placing Agency

By EDITH M. H. BAYLOR

Department of Training and Study, Children's Aid Association, Boston

CHILD-PLACING agencies have long recognized the desirability of some form of analysis of their case-work processes. Various experiments have been made but have not been entirely satisfactory, due in part to the fact that the findings in each instance were based largely on the judgments of an individual worker. Three years ago the Children's Aid Association of Boston developed a plan by which each discharged case was studied in conference, eliminating to a great degree the difficulty of the variation in judgment.

In the conference group are the workers who were directly concerned with the care of the child, the original case inquiry, and the home finder, the supervisors, and the executive secretary. The supervisor of study and training usually acts as chairman and a secretary takes the minutes of the meeting and arranges details. Students and visitors are often present.

The two schedules used are, first, a 5 by 8 card, which provides space for routine measurable data, as nationality, religion, age, cost figures, time in care, and the like, and becomes part of a permanent file; second, an outline to be followed in discussion which contains the following headings:

1. Agency's final objective?
   Was it accomplished? a. Yes. b. Partially. c. No.
2. Number of replacements.
   a. Type of home?
   b. How was child's progress affected by change of foster home?
3. Health.
   a. Condition when received. Poor, fair, good.
   b. Condition when discharged. Poor, fair, good.
   c. If health problem, what?
4. Psychiatric work with child.
   a. Where?
   b. Mental level?
   c. Was there an obvious personality difficulty?
   d. Would psychiatric work have helped at point of intake?
5. Family of child.
   a. Has agency consciously re-educated family in preparation for child's return?
   b. Was it advisable?
   c. If not, why not?
      1. no nucleus
      2. poor material
   d. Other agency?
6. In cases of unmarried mother or illegitimate child.
   Alleged father. Paternity established?
   a. By court decree?
   b. Informally?
7. Did agency have legal guardianship of child?
   Other court control?
8. Situation at discharge?
   Supervision continued by what agency?
9. Results of placing.
   a. Favorable
   b. Unfavorable
   c. Are results impossible to determine?
   d. What unusual factors contributed to result, favorable or unfavorable?
10. Was discharge premature?
    Too long delayed?
11. Was case suitable for public agency at time of acceptance?
    If so, why did it not go to public agency?
12. Is case good for study purposes? Reason. (This is indicated on card by red sticker.)
13. Is case good for publicity purposes? Reason. (This is indicated on card by green sticker.)

The chairman asks the questions which are answered by the placing worker and then considered by the group, unless the answer is so obvious that it goes unchallenged. The amended statement is dictated to the secretary by the chairman. Anyone who wishes to object to the thought or wording is free to do so as the discussion is open to all who are present and comments based upon differing opinions are welcome.

The first question, concerning the objective of the agency, has been so difficult to answer from the record material at hand that it has become evident that clearer thinking and more accurate recording are advisable at the time when the child is accepted for care.

One of the most fruitful subjects for discussion is that of placement. It is understood, of course, that a replacement may be highly desirable or unpreventable, but at least the worker should have thought through the reasons

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for making it as well as the ways in which it might have been prevented. Every worker believes that replacements have disastrous effects upon the child, resulting as they often do, in feelings of insecurity, school retardation and other hardships. The agency also suffers since the loss of a foster home involves financial waste. There is no better measure of a placing department than a study of replacements, and that this should be made searchingly with recognition of subtle values all will agree. If, for instance, at the end of a year the figures for "poor original placement" due to "poor foster-home investigation," or "insufficient supervision" because of "pressure of work" are large, the executive of the agency should have food for thought. It may be that his home-finding department is under-manned, and that his case load per worker it too heavy. Or his workers may lack training and experience. The findings of the study become a danger signal.

TO make classification of replacements possible the material is assembled under the following headings:

REASONS FOR REPLACEMENT

Foster Home

I. Defect in
  A. Character
  B. Physical
  C. Serious misconduct
II. Lack of effective cooperation
  A. In care of child
  B. Demanding more board
III. Lack of sufficient discipline
IV. Failure of adjustment to child
  A. Physical
    1. Condition
    2. Appearance
    3. Improper training
  B. Social situation
V. Change in foster home
  A. Moving
  B. Change in personnel
  C. License not obtained
  D. Change in plans
VI. Illness
VII. Vacation
VIII. Worn out with difficult child

Family

I. Interference of

Child

I. Behavior
  A. General misbehavior
  B. Running away
  C. Stealing
  D. Sex misconduct
  E. Personality
  F. General laziness and indifference
II. Failure in adjusting to foster home
III. Outgrowing
IV. Illness
V. Change of plan
  A. Educational purposes
  B. Change in position
  C. To wage home
  D. To adoption home
  E. To free home
  F. To own home or relatives
  G. To be near family
  H. To be away from mother to allow her to work
  I. To home of own religion
VI. Summer placing

Agency

I. Poor original placement
  A. Lack of suitable home available
  B. Poor judgment on part of visitor
  C. Poor foster-home investigation

Community

I. Child outgrowing
II. Undesirable neighborhood situation
III. Undesirable school situation
  A. Lack of cooperation of teachers
  B. Use of school bus
  C. Too high grade
  D. Too low grade
  E. Distance to school
IV. Lack of social opportunity

The question, "Has agency consciously re-educated family in preparation for child's return?" has stimulated the workers to study searchingly their contacts with the families of children in care and they have been surprised to find in how many instances constructive family case work has not been done. The result has been an effort to fix the responsibility in every instance before the child is placed. It makes very little difference what agency renders the service,—the family welfare, the social-service department of a hospital, the child-placing agency, but it is the obligation of the agency to assume this responsibility or to satisfy itself that it is being carried by another agency.

"Results", whether favorable or unfavorable, provoke much discussion. It may be said that they are impossible to determine, but it is usually found that an estimate can be formed as to whether the child's personality and behavior difficulties have been modified, enabling him to live acceptably in a family. Results with the sick or convalescent child are easier to estimate, while in the case of children in care because of some unfortunate home situation, little difficulty is found in deciding whether in the end the child and the family have benefited.

The thought in our minds when we inaugurated the evaluation plan was that we should be able to know the cost of various types of service and that we should know the extent to which our time and energy and funds were being spent on problems which seemed to have favorable or unfavorable outcomes.

We know of no device for fixing exactly the cost of social service to a child, especially the one whose problem is such that she wears out one foster home after another, taxing the ingenuity and exhausting the nervous energy of the visitor, but we have found a formula for showing the amount of money that has been spent on a child during his stay in our foster home. As is common in children's aid work a ledger card shows the direct expenditure for every child in foster home care including such items as board, clothing, tuition, cash allowances, recreation. A weekly per capita charge for all indirect care including a fair part of the cost of investigating the original application, the cost of home finding, of clerical work, publicity, supervision, telephone, rent, and so on, is established for each week of care given in the Department of Foster Home Care. From this per capita of overhead, which in 1930 in the Children's Aid was $4.85 per week per child, together with the direct charges from the ledger card, the total cost of care is ascertained and recorded on the evaluation card after the evaluation conference. This card also records the extent to which the organization receives reimbursement and the final net cost to the organization.

Many executives who will be aghast at this weekly overhead of $4.85 will be equally surprised to find how large the corresponding figures would prove to be for their own organizations.

WE are often asked whether the results of the study appear to justify the time expended on it, and we are ready to reply enthusiastically in the affirmative.

The concrete and anticipated results have been: first, statistics that present a graphic picture of the work; second, a file of discharged cases that should become a valuable tool for all the workers in the organization since it will furnish a clue to cases of various types useful for illustration, study, or for research.

Some of the results that were anticipated but thought to be of secondary value have proved to be primary, and many by-products, so to speak, have appeared. The workers have given hearty cooperation and have developed an impersonal attitude toward criticism as well as a more objective, professional attitude toward their work and toward other workers. The executive and supervisors have had an opportunity to understand better the standards and skills of

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the workers. The executive has been able to observe the actual strength or weakness of the Society's program. More effective methods of treatment have developed through the preservation of successful processes and the discarding of those that have proved to be less valuable. Methods of recording have improved due to the demand for clearer statements on which to base evaluation. A correlation of favorable and unfavorable results with types of care should be a guide for further policies.

A part of the ultimate plan is a follow-up study to begin when the first cases evaluated have been discharged from care for five years.

We know that we are attempting what at first seems to be the impossible and that our path is full of pitfalls, but we are prepared to re-define terms, to change our emphasis or even our whole plan if a better one evolves. At least we are certain that we have a more accurate picture of the work of the organization, that we have opened the door to studies which will illuminate our work, and that we are assembling data which will stimulate and facilitate research.

Afterthoughts on Relief

By ROSE BRISKEN

District consultant of the staff of the Associated Charities of Cincinnati

THE Charities have sat in the spotlight all year with Economic Distress on one side and Community Giving on the other and the whole world looked. And as it looked it evolved theories born of what it saw. Those of us who have been tied up intimately in the administration of relief have gotten the brunt of these theories. Gradually all human unhappiness, maladjustments or difficulties of any sort, however chronic or obtuse, are being explained in terms of poverty by the economic idealists, or decried in terms of pauperism by the others who tremble at the idle fed. Human behaviour has become sharply defined, over-clear when viewed in the metallic blow cast by the coin.

Somehow it grows increasingly necessary to maintain one's poise. The professional case worker owes some responsibility of interpretation to both sides. We want to save the idealistic young case worker, overcome by the sight of human distress, from the inevitable disillusionments that are hers in assuming that by meeting all the physical needs in the home she can overcome the maladjustments of years. At the same time it is necessary to deal with the destructive cynicism of the critic who, perhaps through a projection of his own unconscious fears, sees in every gift a threat of personality disintegration or a portent for the worst. Curiously enough and in spite of the emphasis we put upon money, it often appears that giving relief will neither perform miracles for the individual with chronic personality difficulties nor will it destroy the man who has made his own in the past. The dynamics of the individual human drama often have their roots in more subtle forces than the emergency dole.

Think of some of the people we know and who have disturbed us. There is Mr. Pun. He is tall and fat and has adenoids and contemplates you with a glassy stare. His fingers are dirty and he likes to crumple them through greasy hair. He is a sober person, a faithful father and husband, and often in the waiting-room will amuse other clients by dancing his hat artfully on his knee. His employment record is not good. He has been steadily unemployed for two years. His last job in a box factory was lost because of chronic tardiness; one before that in a cannery because of general inefficiency. Once he held a job for as long as a year when he was a youngster, an usher in the movies. He regrets these facts politely and looks sorry when he tells them, more sorry for you than for himself because you appear chagrined and all upset. While he is probably very glad to have the security which money can afford, money in itself fails to click with the blocking factors of his mental life. He appears eminently grateful for anything we give him and is really eminently unmoved.

Once he talked about his childhood. There were four boys and he was the biggest. His brothers were rather small, quick and volatile. They used to play in the backyard together. The brothers were very bright—two are retail merchants now, rather successfully, and one a draftsman. He could not run so fast as one of them nor swim as well as the other, nor draw as nimbly as the third. His oldest brother, a humorous person, nicknamed him "Lump." This was very funny and everybody used to laugh. You wondered a little as he talked whether every work situation now is not a repetition of the backyard where they played; every man a brother calling him "Lump"—every task a competitive sport with someone else inevitably destined to win, and he, through sheer expectancy of failure, doesn't fail to fail. In a sense we meet only one situation in life, and that is the situation of our childhood. So far as our emotional patterns are concerned all others become essentially the same except that the furniture is arranged differently and the people wear other faces.

ON the other hand there is Mr. Nicholi, quietly desperate the first day he appeared in the office, hinting of desertion and mystically veiled suicide. It seemed that living with relatives-in-law as a result of unemployment had brought him to the point where further living was scarcely worth while. We gave him money for food to establish independence of a sort. He wanted rooms. We gave him and his family rooms, bought furniture while he icily criticized the purchases. He wanted the gas and electricity turned on. We gave him this and coal to boot. Every day he came to the office nagging, criticizing, demanding. If ever a man looked as though money had developed unsurmountable dependencies in him, Mr. Nicholi was the man.

Suddenly one day he appeared with a smirk on his face and a smudge on his nose. He had gotten a job by dint of nagging "the guy that runs the machine shop." He was polite; he was gay—his sheer joy of getting work had released him from the need of further punishing the case

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worker. The mere fact that we had met the demands of a crisis had precipitated no disintegration of spirit nor loss of ambition in him. Nagging with Mr. Nicholi, to use a Darwinian phrase, was merely one of his adaptations to the environment—a kind of a "go-after-it-ness" having its roots in the early surroundings of a tensely aggressive immigrant home.

Money can do many things by way of preventing the augmentation of human misery but unless it has some symbolic meaning to the individual's unconscious processes, it will hardly work a dynamic change in his personality. It may be true of course in a few cases that the mere granting of physical security will release a wealth of constructive energy that was never before apparent. It may be true too that in a few more cases the granting of this physical security will inhibit an independence of spirit that would have otherwise matured. But these are rare and scarcely important in a national industrial depression.

Perhaps in the end all we can say with certainty is that all people should eat and that they should have the assurance that in time of crises they will be given something to eat. Society owes that much security to the mental peace of its individuals in an industrially unstable and competitive world.

It might also be said that there is much art in the way money can be given, although that art is not particularly the subject of this paper. Since, however, taking from ourselves that which is of value to give to another is a highly personal event, we naturally seek to magnify its importance by calling attention to the great consequences our gifts will have for the receiver. We tend to make up for our personal loss with an emotional gain that is subtly flattering to our sense of power. We become like gods, with our money magically rejuvenating the race, or (if we sit on the other side of the fence) degrading it. Somehow it does not seem important enough that our money should simply feed and clothe and shelter. But that is just what it does in most cases.

And that's a great deal. The real danger of the other assumption is that it over-simplifies our thinking. It makes human conduct too brightly clear, too obvious. It keeps us from remembering how important are the little elusive, personal relationships of childhood toward which we have an equally great and even more difficult responsibility.

The Hankerer

By ELIZABETH ARCHIBALD WAGNER

THE visitor shivered in the cold draughty hall while she waited for the shabby tenement door to open. In these four rooms were six children, three of them in the ungraded class in the nearby school. Mrs. Lindstrom protested her satisfaction that her children had been singled out for this special attention, but down in her heart, the visitor knew, she realized that this was the final stage in a long, losing struggle. They were dear good children, Donald, Alice and Freda, never giving one bit of trouble to the teachers, but learning was just out of their line. Mrs. Lindstrom was voluble on the subject of their achievements in the special classes, unaware that the visitor had learned at the school how discouraging was their prospect.

Mr. Lindstrom was a faithful plodder, unskilled of course, who had yet managed for twelve years to keep a steady job at the car barns. In the four years the visitor had known him she had heard him utter only one complaint about his family, and even that was half joking. Laid up for two days he had his first real opportunity to observe how much food his fast-growing children consumed. More in anxiety than in criticism he had remarked: "My God, them kids do eat! It's just like throwin' bread into the basement."

Mrs. Lindstrom was a chronic hankerer. She hankered from the time she got up in the morning until she went to bed at night. She hankered for a phonograph, a radio, an overstuffed parlor set, a bird-cage—though she was not particular about having a bird. The family was undernourished and always in need of clothing, but no one could deny Mrs. Lindstrom's proud boast, "My neighbors never see a ragged curtain at my windows." She went into debt right and left and lived in terror of collectors, always cracking the door and peeping out slyly before opening it. She admitted complacently that she was not a good manager, and cheerfully promised every time the visitor called, not to buy any more furniture. If the Charities would only buy shoes for Alice and Donald just this one more time she was sure she wouldn't have to ask for help again as long as she lived.

The visitor meant to stay just long enough to give Mrs. Lindstrom the order on a downtown store for the two pairs of shoes, but the minute the door was opened her curiosity was aroused. She had to see more of this.

Mrs. Lindstrom was a broad woman, but even with a shawl draped over her outstretched arms the task she had set herself was impossible. Bob about and swing the shawl as she would, she still could not conceal the glistening new upright piano, crowned with a cut-glass vase of paper roses, which loomed behind her, half filling the crowded little room. Fascinated with Mrs. Lindstrom's dippings and duckings, the visitor felt herself about to answer with dips and ducks of her own. Then, as the outspread shawl wavered for a moment and disclosed the golden oak glory, she explaimed, "What on earth's that!"

Mrs. Lindstrom, summoning to this crisis the same nerve which made contract-signing a part of her life, stretched her mouth into a kind of a smile as she blustered:

"See what a swell piano we got. A good kind man let me have it. He said I could have it easy to pay. Two days ago I got it and he says not to pay one cent for a whole month. He put it all in the paper. My, such a nice man!"

"But Mrs. Lindstrom," the visitor finally produced the frown she knew was in order, "whoever plays on it?"

Right here Mrs. Lindstrom's pride of family triumphed over embarrassment. She looked at the visitor pityingly that she could ask such a question.

"Why, my Donald, my Alice, my Henry, my Willie, my Freda, my Hilda—why, they all play on it!"

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Who Pays the Penalty?

By a SENTIMENTAL SOCIAL WORKER

"DO you think I really will have to go? How can they? It can't be right to send me away when I've got a job—and you know how much the family needs me now."

These words were spoken with dry eyes, but not without a magnificent effort on the part of the frail, pathetic little creature who stood before the social worker. Life, however, had never been kind to Maruschka and of necessity she had learned to be practical, even in the face of tragedy.

"Guess I'll work 'til Thursday anyway. Dad worked just two days last week and that sure won't feed seven kids."

This was Tuesday and on Friday Maruschka was scheduled to join the deportation train which would take her to Ellis Island and then—the great unknown! Strangely enough she was not so concerned about her own perilous future as that of her struggling family. But then, hadn't she turned over to her family all of her earnings for three months except twenty-five cents which she kept for herself each week?

Dad has worked for the same firm ever since his arrival in America seven years ago. The money which he borrowed to bring his family to America has been paid back and a home is being purchased by paying $20 a month. But for several months work has been slack and every cent is precious when one has a family of nine to feed and clothe.

Maruschka's early childhood was spent perilously near the eastern front during the World War and starvation often lurked just around the corner, to say nothing of the fear and terror of those war days. In fact nothing much stands out in the whole seventeen years of her life except uncertainty and hardship.

When she was ten the family emigrated to America and there was the necessity of learning another language as well as the customs of a strange country. She already spoke two languages. Maruschka was an apt pupil, progressed rapidly and made friends easily. But when she was thirteen a change began to take place. She was no longer the quiet, sweet, industrious child whom the teachers had known. Instead she became a nervous and irritable youngster. Her last teacher said of her, "She is a very difficult child and I do not want her in my room." Her family also found her difficult, but no one thought of a physician or a child-guidance clinic until—it was too late.

HER case was diagnosed dementia praecox and she was committed to a hospital for the insane. A few months after her commitment she was recommended for deportation by the immigration authorities. She was subject to deportation on two counts—she had developed a mental disease and she had become a public charge within five years of her arrival in America. For various reasons her deportation was delayed and the final order came through four years after proceedings were first started. In the meantime she was released from the hospital as normal with recommendations that undue strain should be avoided. For more than a year and a half she has worked whenever work was available, and more recently her contribution to the family budget has undoubtedly helped to keep the whole family from becoming dependent upon public relief.

Yet according to the immigration laws Maruschka is clearly an undesirable and must be returned to the country from which the family emigrated seven years ago, even though the family has no relatives or even any friends there now.

According to the law of March 1929 she will never be allowed to enter the country again. Moreover, since she was a patient in a hosppital for the insane at the time she was recommended for deportation, she must travel "in custody" and when she reaches the country of her destination she must proceed to a hospital for safe keeping. This procedure is reasonable enough as far as it goes. She undoubtedly is having a remission and her old symptoms may return (especially under the strain of such treatment). But other important and reasonable factors in the case are not considered.

The fact that Maruschka is making an excellent adjustment mentally and emotionally plus the economic factor of her contribution to the family budget are not permitted to enter into the picture. Immigration machinery has no time for such details and social consequences cannot be taken into consideration.

THE Sentimental Social Worker argues that this treatment is comparable to the imaginary case of a laborer with a broken leg in a plaster cast. The leg is healing and given favorable treatment; the laborer may not be greatly handicapped in the future. But if the cast is removed before the leg is healed and the man is forced to walk on the injured leg it is not difficult to imagine his future handicap and the price that society helps to pay. The Social Worker meets this argument, "Didn't it take years to put teeth into the immigration laws? It's hard on some but the law must be carried out. Maruschka must go—absolutely nothing can stop her deportation now."

The Social Worker has learned that *nothing* is impossible and this last statement serves as a challenge.

Maruschka bids her family farewell and leaves her mother in hysterics. . . .

The order for Maruschka's release reached Ellis Island only a few hours before her ship was scheduled to sail. Yes, she had been granted a year's reprieve with the request that a report of her condition be submitted to the Department of Labor at the end of the year. She is again at work on her old job, no worse for the strain of her visit to Ellis Island. Her most expressive comment upon her return home was, "Gee, but that was a lucky break."

The Sentimental Social Worker at the close of a strenuous day wondered if the father had not, perhaps, made a profound observation when in utter bewilderment he exclaimed, "My God but America is a crazy place!"

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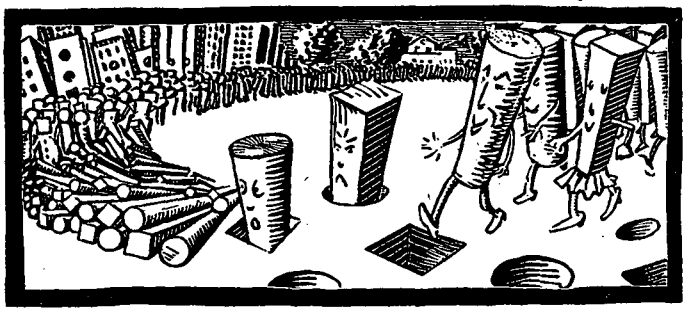

SOCIAL PRACTICE

Golf on the Inside

BECAUSE a certain midget-golf professional stepped out of his calling and into Auburn Prison this historic New York institution has found a new and appropriate form of recreation for its inmates. Midget-golf may be a has-been on the outside but within the prison walls it is still the rage. The course is built in the grim old yard where much prison history, good and bad, has been made. Bricks and refuse lumber left from the shop buildings wrecked in last summer's riots provided materials and plenty of hands were available for the labor. The original modest plan grew into an elaborate course bristling with every sort of trap and hazard that the wildest enthusiast could imagine. Touched up with bright paint and enclosed with a neat picket fence the Auburn course confidently challenges comparison with anything the outside has to offer. Since its opening the course has gained steadily in popularity among the men. There is a regular schedule of play, each company having its own day, with occasional competitions that rival baseball and football in excitement.

Noise Is Hard on the Blind

CITY din, the thousand and one noises that beat irresistibly on the city dweller's consciousness, constitute, says the New York Association for the Blind, a grave difficulty in the adjustment of a blind person to his handicap. The Association, studying the effect of multiple noises on the blind for the Noise Abatement Commission, found that street din, with its confusion of horns, whistles and shouts, made it almost impossible for a blind person to walk alone. He lost all guiding sounds of footsteps, even his own, and his movements, confident and assured in quiet places, were as bewildered as those of a drunken man.

"Noise," says the Association's report, "has such a bad effect on the blind that it is often necessary to take children born blind out of the city before they can be taught to walk or do anything but sit in huddled fear. Fear of the darkness from which there is no escape is always the principal psychological difficulty of blind people. This fear is greatly accentuated by the pandemonium that, coming from the darkness, assaults the sensitive ears of the blind child."

Work Relief That Worked

THE story of how New York raised and spent its eight and a half million work-relief fund last winter has already been told (see The Job Line, Page 496, Survey Graphic, February 1931) but the official report of the Emergency Employment Committee, recently issued, puts the whole experience clearly and definitely at the disposition of other committees and communities. How the fund was raised is told by Guy Emerson, secretary of the Prosser Committee, how it was expended by William H. Matthews, director of the Emergency Work Bureau. Mr. Matthew's account of the organization and operation of the Bureau reveals, often between the lines, the two keys to its success—the elasticity of its procedures and the fundamental humanity of its philosophy. "Flesh and blood actualities," he says, "have a way of upsetting comfortably made theories." The need of the men was the determining factor in their selection for jobs, but the determination of that need, the estimating of the "invisible, hidden resources of a family," presented many difficulties. A careful check-up of cases that were placed first and investigated second showed that one out of twelve was laid off after the home visit was made, usually because of the discovery that there was some form of income in the family equal to or slightly in excess of that which the men would earn through the park work. The chief public criticisms directed toward the Bureau were not of over-generosity but of "how it expected a family of five or more people to live on $65 a month."

The occupational classification of the men of the Bureau's payroll gives melancholy indication of the wide spread of unemployment distress. Nearly two hundred different occupations are listed, ranging through the professions, the skilled trades, the white-collar callings and the ranks of labor. Painters, plasterers, carpenters and electricians were counted by the hundreds, chauffeurs and truckmen to the number of 1271, cooks and waiters to some three hundred. Actors and musicians figured largely in the professional group and clerks and salesmen among the office workers. The report, full of facts and philosophy, may be obtained from Mr. Matthews, 105 East 22 Street, New York.

The Evil of the Missionary Barrel

IF anyone believes that the missionary barrel of old clothes with its occasional high-heeled satin slippers and soiled white evening gowns is a bygone institution let him be enlightened by the experience of the mountain schools under the wing of the Southern Women's Educational Alliance. Although schools of the mission type have grave doubts of the ultimate benefit of this form of generosity and find it indeed one of their most puzzling problems, the great majority of them are obliged to include in their activities some form of traffic in second-hand clothing supplied by church societies and by well intentioned individuals. Many of the schools in an effort to avoid pauperizing their people dispose of the clothing at small prices by means of rummage sales at regular intervals or through a "store" with a full-time worker in charge. Pleasant Hill Academy counts on seven or eight thousand dollars annually from this source. At another school, Oneida Institute, clothing is bartered for eggs and poultry to supply the school table.

But these sales, whatever their profits, do not solve the question. Donors are often far from pleased at this disposition of the clothing collected for "those poor mountain families with so many children," local merchants protest the inroads on their business and shrewd bargainers who gather up for a few dollars all they can load on a mule, profit too largely by peddling the goods in the back country. More serious is the result which Dr. Arthur H. Estabrook calls the "old clothes psychology," the development of a mental attitude in the mountain people which leaves them satisfied with second-hand, ill fitting and inappropriate garments. A few schools, says Harriette Wood counselor of the Alliance, are trying to correct this attitude by teaching the girls to refit, cleanse and

Courtesy Red Cross Courier

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make over the garments. This plan, with classes open to local women as well as to pupils, has, she believes, great possibilities both as a vocational try-out and as training for home life and should help to solve the problems which inevitably pop out of every missionary barrel.

Jungle Life in New York

WHILE New York social agencies are struggling to organize a system of registration for homeless men that will check the exploitation of charity by professional hoboes and will conserve resources for the pressing demands of the winter the objects of their concern are homing into the city earlier and in larger numbers than ever before and have set up a "jungle" for themselves in the heart of the East Side. The gentlemen of the road, the winter's outlook being what it is, have taken no chances by waiting for the first snowfall as they usually do. On several blocks of city owned property, cleared for an ephemeral model-housing project, they have established their headquarters, with cinders for their beds and newspapers, "Hoover blankets" in the vernacular, for their covering. A modicum of panhandling supplies food from friendly speakeasies. Business men complain of their undesirable neighbors and social workers are far from happy, but the police are lenient and the population of the "jungle" grows steadily.

The Welfare Council which last year tackled the problem of registering the homeless has finally evolved a plan and with the cooperation of the Department of Public Welfare, many churches and most of the social agencies, including those for seamen, have organized a registration bureau where men applying for assistance will be referred to the agencies prepared to help them. A branch of the Social Service Exchange has been set up at the Bureau and no agency will accept a man's application until his status with the other agencies is ascertained. The system will cover feeding stations and will it is hoped prevent the exploitation of breadlines and check their undue multiplication.

More Child Research

MOOSEHEART, the home for dependent children of deceased members of the Loyal Order of Moose, has joined the lengthening list of institutions that see responsibilities beyond the ends of their noses and has set up a laboratory for the continuous study of the behavior and school problems of its children. The plans have been worked out by a group of experts led by Dr. E. A. Doll, director of the research laboratory of the Training School at Vineland, N. J. Mooseheart has a population of some thirteen hundred children ranging in age from infancy to middle teens with an average stay in the institution of eight years. These conditions, together with the existence of fairly adequate family, medical and school histories, promise unusual opportunities for study of the behavior of physically and mentally normal children in a controlled environment. The laboratory will have the guidance of an advisory council of accredited scientists.

Figures Tell the Tale

SOCIAL statisticians will find good hunting in the compilation of figures made by the Bureau of Jewish Social Research, 71 West 47 Street, New York, on volume and trends in four functional fields of Jewish social work. The fields include family welfare, child care and hospital in-patient service, for which data for three years are available, and care of the aged for which data for only a part of 1930 are included. The Bureau maintains a monthly reporting system from a group of representative agencies in fifty-eight cities which have something more than 81 per cent of the total Jewish population of the United States as estimated by studies in 1927.

No one will be greatly surprised to see that these exhaustive tabulations of figures yield unmistakable proof of steadily mounting pressure on the facilities of the institutions and agencies, though the degree of that pressure varies widely. In family welfare, for instance, 27 out of 43 reporting agencies show an increase in their under-care case loads, twelve of them of more than 20 per cent. On the other hand seven of the agencies report decreases exceeding 20 per cent. The general increase was 6.4 per cent. The load of child-care cases had a similar variation though the whole child-care population increased during 1929 at the rate of 5.2 per cent and in 1930 at the rate of 8 per cent, making a population increase during the two years of more than 13 per cent. General hospitals showed a marked upward trend with the increased load varying from 2 per cent to 80 per cent.

The Nursery Goes to College

AS a part of its steady climb towards higher standards for day nursery work the National Federation of Day Nurseries has arranged with Teachers College, Columbia University, to offer a course during the 1932 winter quarter on the day nursery as an agency for child development and social welfare. The course is designed for both staff and board members and has no initial educational or professional requirements though college credits will be given to qualified students. This is the first course of collegiate rank to be given in the day nursery field. The new manual on the social welfare program of the nursery, the preparation of which has engaged the staff of the Federation for a year or more, has just emerged from the printer and is ready for distribution from the main office, 122 East 22 Street, New York.

Pertinent Pamphlets

BUDGETING THE LOW INCOME. *Report of the Budget Council of Boston. Issued by the New England Home Economics Association. Copies from Blanche F. Dimond, Community Health Association, 502 Park Square, Boston. Price 45 cents.*

The result of a four-year effort by social and health agencies to arrive at fundamental standards for a family budget and to evolve a workable plan for the calculation of a family's needs.

PSYCHOANALYTIC CONTRIBUTIONS TO SOCIAL CASE WORK TREATMENT, *by Virginia P. Robinson. Published by the National Committee for Mental Hygiene, 450 Seventh Avenue, New York. Price 15 cents.*

The paper which was one of the major sensations of the Minneapolis National Conference of Social Work and which opened up exciting new vistas to family case workers.

INFLUENCE OF EDUCATION ON THE FOOD HABITS OF SOME NEW YORK FAMILIES, *by L. H. Gillett and Penelope Burtis Rice. Published by the Association for Improving the Condition of the Poor, 105 East 22 Street, New York. Price 35 cents.*

A study of the food habits of one hundred families that had received no direct instruction on the essentials of a proper diet together with those of twenty families who had been influenced by nutrition workers.

AUXILIARY SERVICES OF JUVENILE COURTS. *Prepared and published by the Child Welfare Committee of the League of Nations, Geneva. Price $1.25.*

This portly pamphlet records the results of the study organized in 1928 at the instance of the International Prison Commission. Fifty-four countries replied to the inquiry but only twenty-three submitted information relating in whole or in part to the questionnaire. The United States was unable to give any practical reply since its juvenile courts "are organized on a local basis and have a large number of different types of service."

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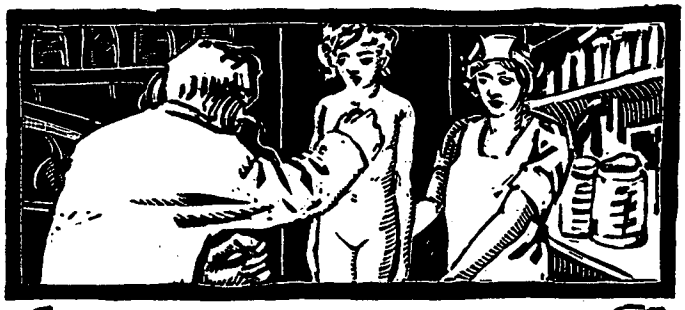

HEALTH

Wider Fields in Public Health

THE Massachusetts State Department of Public Health, which has been a pioneer in its interest in programs to control cancer and other chronic disease, has started a survey by its department of adult hygiene to find out how many people in the state are suffering from arthritis. From the information already obtained it is believed that their number will reach 146,000, and that their incapacity causes an annual loss of eight million dollars. Arthritis is more common among the poor than among the well-to-do. Nearly 85 per cent of those afflicted are more than forty years old. As a rule the patients are not receiving treatment by physicians. The bright side of the story comes in the statement that 60 per cent of all chronic cases now incapacitated can be made self-supporting, or nearly so, by proper methods of treatment.

New York has been gearing in public health and unemployment, to the advantage of both, by a vigorous warfare on ragweed, arch enemy of the hay fever sufferers. Since early in June groups of unemployed men have been put to work to mow down the noxious weeds in vacant lots spotted by the sanitary inspectors or reported by citizens to the Department of Health. It is a violation of the city's sanitary code to permit ragweed, poison ivy, and the like to grow where their seed pollen "or other poisonous emanations" may be carried through the air to any public place. As pollen may be carried twenty-five miles by the wind this is quite an order. Despite the apparent lack of vegetation in New York it is estimated that one thousand lots or tracts have been mowed this summer in Manhattan while the other boroughs account for another 1500.

Mahomet and Mountain

IF you can't get a patient to the psychiatrist, you may be able to accomplish the same result by taking the psychiatrist to the patient. In this hope the Cooperative Psychiatric Service was founded in Boston nearly six years ago. A visiting psychiatrist was employed by the Federation for Placement Work, and her services were made available to a group of subscribing social agencies. Later the cooperating agencies became independent of the Federation and the service took on its present name. The Federation is the Department on Employment and Industrial Conditions of the Boston Council of Social Agencies.

To the psychiatrist went promptly and fruitfully such problems as had been harrying the Difficult Case Committee of the Family Welfare Society—people who couldn't get jobs, couldn't hold jobs, couldn't get along with their friends and families; people who had been treated in a mental hospital and in their effort to conceal that fact refused to go to a clinic for further help or to have any observable connection with psychiatric treatment. The social agencies had tried again and again to help them, but each well laid plan was likely to come to grief on the rocks of personality difficulties. The visiting psychiatrist, Dr. Elizabeth Sullivan, can and does see these "patients" at their homes, in the office of the interested agency, or wherever their convenience is best suited. Her skill and professional insight have been found educational for the social agency as well as for the client. In fact, early in the history of the service, executives of the social agencies began to ask advice in difficulties involving staff members!

This year the service is being used by six agencies which subscribe on a pro rata basis: Boston Provident Association, Cooperative Workrooms, Family Welfare Society, Frances E. Willard Settlement House, Household Nursing Association, Industrial Aid Society, Speech Readers' Guild, Women's Educational and Industrial Union. A share of the cost is borne by the Permanent Charity Fund and the Weber Charities. A seventh agency, the Travelers' Aid Society, uses the service on a "case rate" basis, paying for hours of time actually used.

The Cooperative Psychiatric Service points a way for making skilled psychiatric service available to agencies or groups which would not be justified in having a full-time staff member for this service. Aside from its economy, it has proved most valuable through the insight the psychiatrist has given the agencies as to their case problems.

Hard Times and Vital Statistics

HARD times bring fewer marriages and fewer divorces. In 1930 the New York State marriage rate was the lowest ever recorded save for that of 1908, following the 1907 panic. In Pennslyvania the marriage rate was the lowest known. On the other hand New York had more suicides than ever before with a rate 22 per cent above the average for the five preceding years.

Illinois reports an increase in deaths from intestinal infection, most of them in children under two, and believes that families have bought less of milk and eggs because of economic stress. The New York State Health Department has had to send out letters warning dairies against polluting water supplies by dumping their excess milk in streams and down sewers. B. R. Rickards, director of the division of public health education, warns that people who cut out milk are "saving at the spigot and wasting at the bung." No other food gives such value for the money. Milwaukee, on the other hand thinks that an exceptionally low infant mortality rate in 1930 may be attributed in part to the unemployment which kept many mothers of young babies at home.

Tuberculosis was less deadly in 1930 than ever before, though some state health departments, including Massachusetts, feel that unemployment and poverty are increasing noticeably the amount of incipient infection found in children. In New York the Committee for the Care of the Jewish Tuberculous reports that while none of the "graduates" of its sheltered workshop have been known to suffer an actual relapse, industrial conditions have brought many undoubtedly close to the breaking point. Fear and worry has made these men so "tuberculosis-conscious" that they re-experience their old symptoms and come back for re-examination, which shows no active disease but the need for watching. Though its commercial competitors have cut wages 10 to 20 per cent, this Altro Workshop has kept its wage level, cutting prices through economies in administration, and continues to sell in the market on value, not sentiment.

New Jersey's Midwives

FOR the first time in its history the New Jersey State Department feels able to say that there is no unlicensed midwife working in the state. The continuous supervision of midwifery exercised by the Bureau of Child Hygiene, with annual conferences and opportunities for taking advanced

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courses at hospitals in Jersey City and Camden, have resulted in an enviable standard of care. There are still 421 active licensed midwives in New Jersey, as contrasted with 450 ten years ago, but there has been a marked decrease in the demand for their services. They delivered one seventh of the 1930 babies. Since their numbers are more than adequate to meet the demand, the 1930 conference of midwives passed a resolution asking the State Board of Medical Examiners to raise still further the requirements for a license to practice. In the supervision of midwives special emphasis is laid on prenatal care and they are required to report prenatal cases to their district supervisors. In abnormal cases they are required to call a physician.

Getting It Over

MARY PICKFORD herself steps forward in a talking "trailer" for this fall's Fiftieth Anniversary Roll Call of the American Red Cross. Chapters may get the film for $15 direct from the manufacturer, General Business Films, Inc., 415 Lexington Ave., New York City. Another film, The Symbol of Mercy, showing the origin of the A. R. C. in war and its progress in the humanitarian services of peace, is being released through the theaters between September 7 and November 15. A still newer way of getting before the public was tried not long since in New York when Health Commissioner Shirley W. Wynne gave advice on weight-control in what is thought to be the first public health television broadcast. Movies for professional, not public, education appeared on the program of the last meeting of the American Medical Association. Pictures of patients taken during the last five years at St. Elizabeth's Hospital for the Insane in Washington showed the outward symptoms of illness in movement and facial expression, correlated with pictures of the brains of these same patients taken at autopsy after their death.

What radio and public-address system can do in institutions is being demonstrated by the U. S. Veterans' Bureau which has equipped almost all of its hospitals with a set-up combining radio from without and broadcasting from within. The superintendent, sitting at his desk, or any member of the staff or a visitor can talk to the whole institution at once, giving advice, admonition or entertainment as the case may be, through all the wards simultaneously. In case of fire the system is of obvious advantage, since it is possible to give immediate explanations and directions and allay the excitement caused by the sound of the siren. The Illinois State Department of Welfare reports that the effect of these systems on psychotic patients is good. "Continuous contact with the outside world, either through the human voice or through music, has a stabilizing effect on mental patients. Those who have used them report better order, less confusion and less irritation among patients in the wards." The Department has installed a complete system at the Elgin State Hospital and partial systems in other state institutions.

Panic and Polio

UNDER this heading the Westchester Department of Health tries to ally the natural, if unreasonable, terror that infantile paralysis has aroused in eastern states during the past weeks. Even if New York will have had as many cases as in the 1916 epidemic (which seems unlikely at this writing) the risk of death or crippling from polio in the city is still much less, the Department points out, than that from a hazard always with us—the automobile. "Yet parents as a rule are not panic-stricken at the thought of living on a paved street."

From the New York City Department of Health comes a statement by W. Lloyd Aycock of the Harvard Infantile Paralysis Commission declaring that exposure to infantile paralysis is probably as extensive as exposure to such common diseases as measles or diphtheria, and that it must be assumed that there is a widespread immunity to the disease. He suggests that the most fruitful chance for future control of poliomyelitis lies not in the common measures used to combat epidemics, but in trying to find out the "psychological fault" that permits some people to develop the disease on their first exposure, while the majority do not show the symptoms but develop an immunity. Once found, such a "fault" might be corrected, individually or en masse, so that the disease could be prevented.

In New York City an experiment is being made under the direction of the Poliomyelitis Advisory Committee of the Department of Health, in using injections of blood from adults not known to have had poliomyelitis as a means of preventing it in children, on the theory that even without having had it they will have developed sufficient immunity to protect the child. It is believed that such an injection will give immunity for from two to three weeks. Use of serum taken from the blood of convalescent patients, which contains from five to ten times more protective bodies than that of ordinary persons, is confined to children who have developed the initial symptoms of the disease before the onset of paralysis. For further details write for the Department's Weekly Bulletin, Vol. XX, Nos. 33 and 34, and for popular leaflets on symptoms, care and after-care, the concern of the coming months. Address, 505 Pearl Street, New York City.

Pertinent Publications

BIBLIOGRAPHY ON PUBLIC HEALTH AND ALLIED SUBJECTS. *The American Public Health Association, 450 Seventh Avenue, New York City.*

Twenty-three pages, carefully classified, listing as of September, 1931, professional and popular health books, with dates and prices.

GUIDE FOR HISTORY TAKING AND CLINICAL EXAMINATION OF PSYCHIATRIC CASES, *by George H. Kirby, M.D. The State Hospitals Press, Utica, N. Y. Price* $1.50.

Concise directions for writing case histories by the director of the New York State Psychiatric Institute and Hospital.

A SOCIAL RESEARCH PROGRAM, *by Chloe Owings. Studies in Parental Sex Education, No. I. The University of Minnesota Press, Minneapolis, Minn.*

The first of a series of papers growing out of the social-hygiene research program undertaken at the University of Minnesota in 1925.

PULL YOURSELF TOGETHER.
THE FEELING OF INFERIORITY.
THE CAUSES OF MENTAL DISEASE.
THE NERVOUS CHILD.

Four new numbers in the excellent series of popular mental-hygiene leaflets written by members of the New York State Department of Mental Hygiene. On request from the Department, Albany, N. Y.

EVOLUTION, *by J. Arthur Thomson. American Library Association, Chicago, Ill. Price cloth 50 cents, paper 35 cents; special rates on quantity orders.*

Brief, clear, interesting, and carrying the authority of the well known British scientist who edited The Outline of Science. A bibliography suggests further reading in the same field. No. 57 in the Association's admirable series on Reading with a Purpose.

WHOOPING COUGH. *The John Hancock Mutual Insurance Company, Boston, Mass.*

An illustrated leaflet for distribution to parents and others. Social and health agencies may obtain copies on request.

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INDUSTRY

Child Labor and Unemployment

PLEAS to parents, teachers and employers to urge minors to stay in school or to return to school, rather than to swell the growing army of the unemployed have been issued by the President's Organization on Unemployment Relief (see The Survey, September 15, page 537). Fred C. Croxton, assistant director of the organization, has ready a special bulletin which gives a convenient reference list of student loan and aid funds to which college students are urged to turn, rather than to wage-earning jobs for money to enable them to continue their education. The Vocational Service for Juniors in New York City plans to raise additional emergency scholarship funds to help grade and public highschool pupils who would otherwise have to leave school. The plan inaugurated last winter will be continued, with scholarship children chosen from job applicants at the junior employment offices of the state labor department and the placement bureau maintained by the service.

Meanwhile, Courtney Dinwiddie, secretary of the National Child Labor Committee, points out that "In no single state has a law been passed this year raising even by a single year the age at which children are allowed to leave school for work." On the other hand, a score of undesirable bills, lowering the standards for child employment, were defeated. But, Mr. Dinwiddie reminds us, "much more vigorous measures are necessary if we are to keep another hundred thousand children under sixteen from . . . competition with adult labor during the coming year." He urges that the school-leaving age be generally raised to sixteen or at least to fifteen years. The National Child Labor Committee has prepared a summary of all child-labor legislation passed on by the various state legislatures in 1931, including bills enacted and bills defeated.

Work and Fatigue

FACTORS which must be taken into account before defining and dealing with industrial fatigue were emphasized in the report of the Committee for the Study of Industrial Fatigue of the Section for Industrial Hygiene at the annual meeting of the American Public Health Association at Montreal last month.

"All healthy men and women have a threshold of disinclination to labor," the report pointed out. "This threshold may be lowered by various causes. True fatigue is the lowering of this threshold below the normal in the absence of any mental, moral or physical pathology which could possibly have such a reaction." In approaching industrial questions from the fatigue standpoint, therefore, the committee holds that the man must be put to work "cleared of his pathology."

The report cites as illustrations the man who comes to the end of his work day with backache, weariness, and strain which he attributes to working conditions, but which may be due wholly or in part to flat foot from which he suffers, as do about 20 per cent of the workers in industry.

Another instance is that of the workman who develops headache and nervous irritation with his job and his associates. He has defective vision which has never been corrected. "Probably more than 50 per cent of the workers are in this class."

The committee holds that in establishing a coefficient of fatigue these factors, and probably such latent factors as nervous and mental conditions, must be excluded in advance.

Ten Years Old

CENTERING its program on the problems of the current situation and how industry is meeting them, the tenth annual meeting of the Personnel Research Federation will be held in New York City November 12 and 13. Among the papers to be read will be Suggestions from a Study of Employes' Attitudes During a Period of Part-time Employment, by A. W. Kornhauser; Production Rate and Emotional Status, by Professor Rex B. Hersey; Guidance Clinics for Mature Workers, by Mary H. S. Hayes. Federation members from Minneapolis, Philadelphia, Boston, Rochester and other centers will describe their local programs of industrial planning, employment stabilization, labor exchanges, "and the researches underlying these progressive measures to meet the crisis in employment through measures other than the temporary expedient of 'made' work." Informal round table conferences will consider: forecasting occupational demand and supply; job analysis and specifications; organization of model labor exchanges; research on feelings and attitudes; what is new in employment tests, personality measurements, vocational interest blanks; training counselors. The sessions of the conference, including the anniversary dinner, will be held at the new Waldorf-Astoria.

Indianapolis Reports

THE use of "made work," not only for meeting the present emergency but as a remedy for seasonal unemployment in "normal" times, is suggested in a report just issued by the Indianapolis Commission for Stabilization of Employment (see The Survey, February 1, 1931, page 473). Under Indiana's poor law, all public relief is given through the township trustee and must be relief in kind, not in money. The Indianapolis made-work program was made to fit into this scheme. Under it, applicants for relief worked for their township grant of fuel and groceries and for a supplemental cash wage supplied by the funds of the made-work committee. These were raised in part by private donation and were supplied in part from the Community Fund.

During the twenty-four weeks ending August 1, the report states, 3855 individuals were on made work, with 15,865 cash payments. The workers received in cash $49,140 and in food and supplies $67,930.

The report points out that the total poor-relief bill to the taxpayer of Center township for 1931 will probably amount to $800,000, eight times more than the average annual expenditure, requiring an increase in the tax rate from 3.4 cents to 14 cents or more. "For the first time in the history of the city, however, the officials who have administered poor relief can point to tangible returns to the taxpayer for the expenditure for poor relief."

An analysis of the type of unemployed given made work by a city department head who had the general oversight of several hundred of them is included in the report:

Twenty per cent were the type who prior to the depression had been in better than ordinary vocational positions, were very

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deserving, clean cut, dependable. Sixty per cent were deserving, having no regular vocation but were the type usually classed as day laborers. Twenty per cent were the kind who usually depend upon assistance even under normal times and more particularly during severe cold months.

The Indianapolis committee is now working on a two-fold program: a permanent organization which will supply made work for the clients of any public or private relief agency, collect information on made work in other communities, and cooperate with the Indianapolis Employment Bureau in a vocational guidance program; and a budget for a made work set-up during the coming winter.

G. M. Williams, president of the Marmon Motor Car Company, is chairman of the Indianapolis Commission for Stabilization of employment. George S. Gill and William H. Book are respectively manager and secretary of the made-work committee.

States in Action

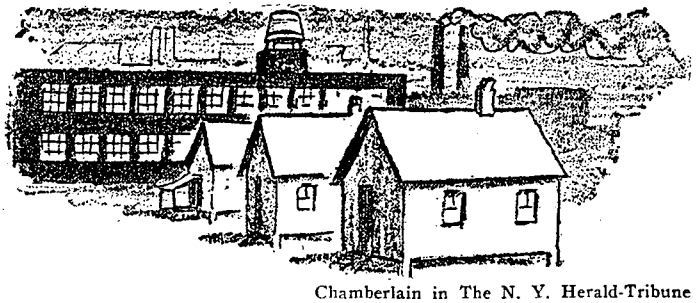
STATE-WIDE efforts to deal with unemployment on a more fundamental basis than relief are going forward, in spite of the immediate demands of the current emergency. In Massachusetts, an act went into effect during the summer, establishing a state commission "to assist in stabilizing employment." Broad powers are given the commission—to collect and publish information for the benefit of employers and employes on methods of regularization and stabilization of business and employment, and to make such studies as will assist in dealing with unemployment problems. The members of the commission are to serve without salary, but they were given an appropriation of $35,000 for the balance of the year, to provide for the salaries of experts, traveling expenses of members, publications and general office expenses. Stanley King, Boston attorney, was appointed chairman of the commission by the Governor.

A report on The Alleviation of Unemployment in Wisconsin, by Don D. Lescohier and Florence Peterson, has just been published by the Industrial Commission of Wisconsin, analyzing the state's unemployment problem, and covering the work of the Citizens' Committee on Employment, the Wisconsin Employment Commission, the depression policies of Wisconsin industries, Wisconsin unemployment insurance plans.

In California, the "act to create a state unemployment commission to study the problem of unemployment and to propose remedies therefore" has gone into effect. The governor has appointed Edward J. Hanna, Archbishop of San Francisco, chairman of the commission of five members. Louis Bloch, formerly of the department of industrial relations, will serve as secretary and director of surveys. The Commission is now formulating its first year's program.

Hurt on the Job

HOW a double compensation law operates and the extent to which it gives the intended protection to children injured in the course of employment is brought out in a recent report, The Social Aspects of the Double Compensation Law in New York, issued by the Division of Women and Children, State Department of Labor. The report covers the 152 minors given double awards between July 1, 1923 when the law went into effect and December 31, 1928. The usual violation of the state labor law on which the double award was based was employment of children under working age, or employment on processes specifically forbidden for minors. The most revealing section of the study, from the standpoint of the law's effectiveness in providing for injured child workers is that on the uses to which the awards were put. Only seven of the eighty-two boys and girls who were permanently handicapped spent any part of their compensation for vocational training. The parents of eight children used the compensation money to purchase a house or to pay taxes and assessments on homes already owned. Six children used part of their awards for business ventures, all of which failed. Four children purchased automobiles, and seven took trips, bought radios and so on. Forty-one (one-half) of these young cripples had savings at the time of the interview but their savings amounted to only 29 per cent of the total which the group had received. For example, five children who received awards of from $1000 to $3000 each had less than $180 apiece remaining at the time of the interview. The amount saved would have been far smaller except for the fact that guardians had been appointed for four up-state minors.



Chamberlain in The N. Y. Herald-Tribune

> In no case was the appointment of a guardian made at the initiative of the family . . . of the injured child. . . . Three of these four permanently handicapped children had been able to keep practically intact their entire awards as insurance for the future, while the fourth, who had spent almost two thirds of her award, had used it for necessary living expenses and as tuition for a business course which prepared her to earn her own living.

The report includes recommendations growing out of this study: clarification of the labor law, establishment of a minors' calendar, appointment of a guardian for large awards, better methods of checking illegal employment, an educational campaign among employers.

When Textile Wages Are Cut

LIFE in a Southern mill village since recent drastic wage cuts went into effect is pictured in an article in the current issue of the American Federationist, based on a survey made in August 1931.

Taking their figures from actual pay envelopes, the investigators found the highest paid men in the community studied were receiving $18.80 for a 55-hour week, the lowest, $7.50, with an average of $12.87. The rates for women were lower, with a top of $17.10, a low of $5.65 and an average of $9.77.

On these wages mill village families are not able to maintain decent standards of housing, nutrition and health care. The number of deaths in the community for the first seven months of 1931 was 52, as compared with 37 for the same period in 1930. Pellagra and malaria were common.

In practically every family the wife as well as the husband was working in the mills, and as many of the children as were old enough to secure jobs.

Most of the families in the community were found to be in debt to the company store. Thus out of one group of 75 wage earners who gave the investigators their pay envelopes, 55 had deductions for debts at the store, and 16 had their entire pay deducted for store debts, rent and insurance.

Malnutrition, which was found to be common, was due in part to insufficient food, in part to an ill-balanced diet. Hominy grits, cornmeal, dried beans and salt pork are the chief items in the mill village dietary.

The study includes detailed case stories of a number of the families visited.

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EDUCATION

The Verdict of His Peers

A CLEAN-CUT issue of academic freedom is drawn by the report of the committee of the American Association of University Professors appointed to investigate the summary dismissal of Prof. Herbert Adolphus Miller from the faculty of Ohio State University last spring (see The Survey, August 15, page 478). The university officials held that Dr. Miller had made speeches which they considered improper in India and Korea, that he held undesirable views on the race question, and that his opinions on race relations had been criticized by the parents of white students at the university. The committee, made up of professors from the Universities of Illinois, Chicago and Kentucky and from Northwestern, find: that Dr. Miller's conduct in the Orient was entirely suitable, that he has been moderate and well balanced in expressing his views on the race question in this country, and that there is no evidence of dissatisfaction with his opinions in this regard on the part of students or of their parents. "Personal animus against Professor Miller on the part of one or two members of the board of trustees seems to be solely responsible for the university action."

Before the investigating committee was appointed, 153 of Professor Miller's associates joined in a protest against his dismissal. On receipt of the committee's report, Prof. George N. Sabine of the department of philosophy stated:

> The report shows what we have long known: that the board, in dismissing Dr. Miller put itself in a wholly indefensible position. Strict justice would require his reinstatement, but there are limits to what can be expected of human nature. The best that can be hoped is that some defense can be erected against similar errors in future.

Eyes to See

TO find out whether young eyes are unduly taxed by the usual school program, and to determine how the vision of school children may be conserved are the two objectives of a cooperative study recently undertaken by Teachers College, Columbia University, staff members of the department of ophthalmology in the medical school and the National Society for the Prevention of Blindness. Among the questions to which the study will seek specific answers are: How much time ought a child with normal vision spend in reading? Which materials would cause him least fatigue? Ought children six years of age to engage in close eye work? What materials are best suited to children with eye defects? What kind of lighting is best suited to the varying age levels of readers? What degree and intensity of lighting is best? In the announcement of the study which will be under the general direction of Prof. M. B. Hillegas of Teachers College, it is pointed out that "in most schools there is no standardization of lighting and seating arrangements; the printed materials with which the children work may vary from very large print to very small print; and, in many instances, the vision of the pupils does not receive even cursory examination." The study is beginning with a comprehensive survey of the eye-load of school children from the ages of five to ten years.

Settlement Schools

NEIGHBORHOOD house experiments with the education of young children are described in a bulletin, Preschool Education in New York Settlements, by Mary M. Reed and E. Mae Raymond, pre-printed from the Welfare Council's Study of Settlements in New York City (122 E. 22 Street. Price, 50 cents). The report covers the educational work with children under six years of age in eleven settlements. "The physical environment and the child's response to it, the social organization of the group, the reaction of child to child and the relationship of children and teacher were the subject of observation and study." As might be expected, a wide range of equipment and practice was found. In one settlement, for example, there was careful morning inspection by a nurse, the mother remaining till it was over. The children spent four hours out-of-doors, including their rest period. There was opportunity for much independent play and creative activity. "The observers noted an unrepressed, happy atmosphere." In contrast were the situations found in some of the other settlement preschool groups—common drinking cup, towel and even handkerchief, insufficient outdoor play time and rest, ill-planned meals, lack of adequate play material, regimentation, unintelligent discipine, and so on. Some of the teachers were trying to deal with as many as twenty-five children, ranging in age from a few months to six years. In eight of the eleven projects surveyed, "none of those in charge of the youngest children had received training in nursery school education, child care, child development, educational principles or allied subjects. . . . Lack of a staff sufficient in number and training is unquestionably the key to the major problems revealed in this study."

Children Look at Religion

RELIGIOUS intolerance of Protestant, Catholic and Jewish children toward the faiths of one another and the degree of ignorance on which it is based are revealed in a preliminary study recently made by Adelaide Case, professor of religious education at Columbia University. Last year Professor Case and her associates examined more than a thousand children between the ages of 6 and 12 years. They eventually hope to be able to devise tests by which religious intolerance can be accurately determined in people of all ages.

Linoleum block print by a seventh-grade pupil, Bronxville (N. Y.) public schools

Professor Case reports that the thousand children already studied were biased "to an almost unbelievable degree," even those coming from liberal homes. Further, she found that children living where many faiths were followed in a small area, knew nothing about any religion except the creed of their family "and very little about that." Thus a group of Italian girls, ten and eleven years old, telling "all they knew" about Jews, said,

"They eat matzoths, cabbage, fish, bananas and pickles. They believe in Moses. They eat from gold and silver platters and don't like to work. Some of the Roman Jews hate God. And when they prey they touch their beards and say, 'Baba la Frisca,' which means, 'We praise thee, O Lord.'"

A group of Jewish boys said of Protestants and Catholics: "They eat bacon, ham and other things that are not kosher.

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They go to church on Sunday and Christmas is their favorite holiday.... Jesus is their father and the Christians copied the Bible from the Jews and translated it into English."

And a group of Protestants summed up all they knew about Catholics:

"All the Catholics say their prayers with beads. The head of all the church is the Pope and he lives in a beautiful palace and people go from all over the world to kiss his hand.... The Catholics worship idols. When they are in church they get down on their knees and creep up the aisles. They bless themselves when there is a storm. They put holy water on their beds at night, and when they are sick they use a lot of holy water."

Professor Case feels that the preliminary study shows the need for better religious training in home and church and for the development of better attitudes in the schoolroom and on the playground. "How can there be any religious tolerance and true understanding," she asks, "when youngsters of elementary school age have such bitter ideas of the other religions?"

Apprentice Lawyers

HOW second- and third-year law students at the University of Wisconsin last year transacted legal business for more than one hundred clients financially unable to hire attorneys, is told in a recent report. The Legal Aid Bureau at the University was set up several years ago, sponsored by the Dane County Bar Association and functioning through a committee of leading local attorneys (see The Survey, June 1, page 250). Prof. N. P. Fensinger of the law school faculty, in general charge of the work, each year selects six leading senior students to head the bureau, and six leading second-year students as assistants. Cases are referred to the bureau by practicing attorneys or by welfare agencies and must be approved by one or more members of the county bar association committee. The student lawyers take no fees. Court costs are advanced either by the clients or by the welfare organization. Last year cases handled included divorce actions, disputes arising over the custody of children, workmen's compensation, wage claims, mortgage foreclosures and evictions. In many instances the students avoided litigation by settlements out of court.

Progressive Plans

NEW attitudes toward college finances and toward college preparation are expressed in the leaflet of Information for Applicants issued by Bennington, the "new" college for women, opening for its first year at Bennington, Vermont, next fall. Based on "the actual cost of instruction—faculty salaries, maintenance of educational and recreational buildings and equipment," the tuition fee will be $975. Similarly, board and room, determined by actual cost, is fixed at $675. With incidental fees, the minimum charge for a year will thus amount to $1685. Since the college "desires especially not to limit its students to any one economic group," generous scholarship funds are provided. Admission is to rest on school records, range of interests, character and personality and a scholastic aptitude test. Further,

the student . . . need not prepare herself in a group of subjects specified by the college. The content and methods of work in the schools are left to the schools themselves. It is presumed that the school heads will work out the best educational arrangements for their students. By this means the college hopes to open the way for admission equally to graduates of private preparatory schools, public highschools and the newer or experimental schools throughout the country.

Y.M.C.A.'s in Action

SOMETHING of what youth is feeling and thinking in these troubled times was brought out by significant international conferences recently held by the Young Men's Christian Association; the first World Y.M.C.A. Assembly of Young Men and the third World Assembly of Y.M.C.A. Workers with Boys at Toronto, the International Convention of the Y.M.C.A. of North America and the conference of the World's Alliance at Cleveland. Delegates came from forty-seven countries, with groups of older boys as well as of young men. The programs included group discussions on a wide variety of subjects—sex and family life, interracial and international relations, disarmament, industrial and economic problems. The discussions at Toronto were embodied in twenty-four sets of resolutions by the World Alliance. These resolutions demand effective disarmament, and dissociate the gatherings from "the injustice of attributing to one nation or group of nations alone sole responsibility for the War." The resolutions express equally liberal attitudes on race relations and on industrial questions. The North American Y.M.C.A.'s, while leaving questions of policy on current issues to local organizations, went on record as urging that the Y.M.C.A.'s furnish "an open platform on which may be discussed all questions affecting the economic, social, political and spiritual welfare of the community and of the world"; help work out community unemployment programs, stand for international cooperation and disarmament, work toward a modification of existing naturalization laws and toward better race relations.

To Read and File

THE GAG ON TEACHING. *American Civil Liberties Union, 100 Fifth Ave., New York. Price, 10 cents.*

The post-war story of the restriction by law on teaching in schools, and by public opinion and donors on colleges, covering especially "compulsory patriotism," teachers' oaths of loyalty, power trust propaganda, and "control of history textbooks."

PRESENT AND IMPENDING APPLICATIONS TO EDUCATION OF RADIO AND ALLIED ARTS. *National Advisory Council on Radio in Education, 60 East 42 Street, New York.*

A compilation of data, collected and presented by the Advisory Committee on Engineering Developments, on radio-telephony and its allied arts, including the controversial subject of high-power broadcast transmission.

ALUMNI ACHIEVEMENT, *by John Griffith Olmstead. Handbook Series No. 3, American Alumni Council, P. O. Box 105, Ithaca, N. Y.*

"An evaluation of the work of the alumni associations of American colleges and universities."

MARTIN SCHOOL RECREATION CENTER, *operated and maintained under the will of Lillie G. Newton, Fidelity-Philadelphia Trust Co., Trustee, Philadelphia, Pa.*

This account of a remarkable experiment in community play, carried out in a school building without gymnasium or other special equipment, is rich in suggestion for school authorities and recreation leaders in other communities.

Getting to School

CONSOLIDATED schools, rapidly replacing the little red schoolhouse, are bringing problems as well as improvements to rural communities. The distances that must be traveled, the length of time the school child is kept out of the home for this reason, the cost of school transportation, are indicated in a bulletin, Factors Affecting the Cost of School Transportation in California, recently issued by the Office of Education. California transports its school children longer distances than other states. About twenty-six per cent of the highschool pupils live more than ten miles from their school. A school bus in California makes an average daily trip of 37.7 miles with an average load of 30.6 pupils. The expenditure for school transportation has come to occupy third place in the budget of union schools in the state and amounts to more than 11 per cent of the total current expense.

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WORK SHOP

Public Money Through Private Agencies

The St. Louis Plan for a Community Which Dislikes Public Outdoor Relief

By E. G. STEGER

SHALL we enlarge public outdoor relief departments or shall we make appropriations direct to private agencies? Confronted by the obvious fact that private effort will not suffice to meet unemployment relief needs at the present time, most communities assume they must choose between these alternatives.

St. Louis chose neither, but rather a middle course which so far has successfully kept clear of many of the dangers inherent both in public departments and direct subsidies. St. Louis escaped the dilemma through its Citizens' Committee on Relief and Employment, which has evolved a unique structure and form of operation, some features of which may be suitable to certain other communities.

St. Louis is a city without the tradition of public outdoor relief. Save for an insignificant amount for mothers' allowances, the local government has never ventured into this field. Among public officials, business and professional men and civic leaders of all classes, regardless of party affiliation, the feeling that the distribution of general relief is not a proper function of the city government is strong. The question here is not whether such an attitude represents an adequate philosophy of government in the twentieth century. The question is: Taking public opinion, for better or worse, as it happened to exist in St. Louis at the time of a crisis, what could be done about a situation which admitted of no delay?

Fortunately the local tradition did not extend to the point of ignoring the necessity for additional relief funds. The city comptroller and the board of estimate therefore conceded certain appropriations from public funds but stipulated that they be expended through the already existing machinery of private relief-giving agencies. But direct subsidies to private agencies, aside from the questionable administrative policy of placing control of tax money in the hands of other than public officials, are not a cure-all for the ills that sometimes afflict public outdoor relief. An intermediary instrumentality is necessary, which in St. Louis has been supplied by the Citizens' Committee on Relief and Unemployment in the planning of which the relief-giving agencies of whatever persuasion, the city officials, civic leaders and social workers came together with unexampled spirit.

The plan is really the product of the joint efforts of individuals representing the comptroller's office, the social-work group and the general public. Under its provisions, money is appropriated by the city not to the private agencies but to the Citizens' Committee on Relief and Employment. This committee, organized by action of the mayor, self-perpetuating through its constitution and by-laws and bringing into its governing body representation from outstanding community groups, is official in origin and yet non-political in character. It has no axe to grind and no cause to serve but the meeting of a community need. It is too all-inclusive to serve factional ends.

On its executive committee it has, as ex-officio members, the mayor, the president and chairman of the board of the Chamber of Commerce and the officers and division chairmen of the Central Bureau of Catholic Charities, the Jewish Federation, the Community Fund, the Community Council and the Lutheran Charities Association. Elected members are chosen by this group. The committee has a general chairman and a director-general. It is organized into four divisions: relief and employment, industrial, public works and publicity. An advisory committee of about one hundred citizens discusses matters of program, policy and finance.

The Citizens' Committee makes a careful selection of case-working agencies through which it carries on its relief activities and then, instead of granting lump appropriations to them, limits itself to reimbursing them for expenses incurred over and above their regular monthly budgets. At the end of the month each agency presents an estimate of its probable over-expenditure for the coming month. This sum is not paid until the agency has actually spent the money—that is, until early in the month following the over-expenditure. This permits a close scrutiny both by the Citizens' Committee and by the representative of the comproller's office. Any serious variation over or under the estimate calls for an explanation, and any apparent increase in the estimate made necessary by developments during the month necessitates a new notification; it is noteworthy, however, that so far estimates have tended to run close to actual over-expenditures. All reimbursements paid out of funds appropriated by the city are made by check from the comptroller's office. The Citizens' Committee receives funds from private individuals, which it pays out directly.

As already indicated, the Citizens' Committee operates through existing agencies as far as possible. It seemed desirable, however, to set up a joint application bureau where those in distress should apply for work or relief or both. Applications for work are handled by the Citizens' Committee Employment Bureau, which occupies quarters adjoining the application bureau. Besides making placements with private employers, this bureau selected six hundred men for made-work jobs on

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city projects. But made work was only one aspect of the Citizens' Committee activity; thus when funds became insufficient to continue this part of the program, the Committee was able to absorb the families of the displaced men, where necessary, into the relief program.

Applications for relief are referred to the cooperating relief-giving agencies in accordance with their usual type of work and their ability to add to their respective loads. As an aid in meeting the emergency, the application bureau is authorized to issue emergency relief at the time of first application in such cases as it seems required before a visit can be made. Interviewers at the application bureau are trained social workers, recruited in part by loan from less hard-pressed, non-relief agencies. The bureau is headed by an assistant executive loaned by one of the relief-giving agencies. The only other new body set up by the Citizens' Committee is a clothing bureau, under volunteer auspices, which receives and reconditions garments and distributes them to clients presenting itemized orders from one of the cooperating agencies.

A noteworthy by-product of the Citizens' Committee plan is the consolidation of forces which has resulted on the side of the private agencies. These agencies—the St. Vincent de Paul Society, Jewish Community Center, Bureau for Homeless Men, American Red Cross (St. Louis chapter), Salvation Army and Provident Association—are working together in closer cooperation and unity of purpose than ever before. Through the Technical Committee, a sub-committee of the Citizens' Committee relief division, the executives of these agencies, together with a few other persons representing the committee, the public schools, the Urban League and other groups, meet regularly to formulate agency plans and policies. By a natural development, these decisions have come to be accepted as common policies in meeting the crisis.

From the point of view of economy, it seems reasonable to assume that the Citizens' Committee plan has led to substantial savings through placing supervision of relief in skilled hands, capable of planning aid intelligently and uncovering additional resources in the families of the distressed.

About one million dollars was raised by private subscription for the relief needs of 1931 in St. Louis; public appropriation added $450,000 more, and $350,000 is still needed to see the year through. This makes an indicated total of $1,800,000—perhaps a low record for a city of 825,000 population. Yet it would be misleading to claim that St. Louis has met relief needs as fully as they should be met. All that can be said is that St. Louis has met relief needs about as fully as it ever has met them.

St. Louis as a rule has few lessons to offer social work. The caution with which the community accepts new procedures sometimes causes it to lag in the development of social services. But in its Citizens' Committee, through which outdoor relief is administered by non-governmental agencies with sufficient supervision to satisfy all requirements of trusteeship in relation to tax funds, St. Louis has, it believes, developed something of value. Out of the necessity of reconciling a community attitude with a job that had to be done has grown this rather carefully devised instrumentality. It would not necessarily be suitable for all communities, particularly those where a public department is an accepted tradition with professional standards or the prospect of working up to them. But for communities like St. Louis, where there is strong aversion to public outdoor relief, it seems to be an idea worth trying.

Industry Tours Social Work

By JEANETTE GERSON

AN experiment in case work in the Community Chest's relations with business and industrial firms has been Omaha's newest project in educational publicity. During the past four months, fifty firms have been described and analysed in the Chest's new industrial case file.

The idea grew out of the realization that those who gave to the Chest through their firms knew very little of the implications of social work. Thousands of them had at no time any direct contact with the Community Chest—and in a number of firms in which the company collected the contributions in cash, they were completely hidden by anonymity.

Then there was the charge that employes were "forced to give." True it was that the Community Chest did not wish firm captains to use compulsion in collecting pledges, yet certain groups of employes continued to be, erroneously or not, under the impression that a refusal to give a day's pay to the Community Chest campaign and put the firm over the top 100 per cent somehow put them in wrong with their employers.

From a list of all firms employing one hundred or more persons, ten were selected for the first experiment, and a letter was sent to the president of each, explaining the plan and saying that Miss So-and-so would call on them in a few days.

Let us suppose that I am Miss So-and-so and that McGinley and Co. is my first firm. Before I call on Mr. McGinley I know how many employes he has, what was their average subscription last year, who the plant captain is, and if any of the officers are on boards of Community Chest agencies.

I begin by saying that we feel we have not done our duty in letting the employes of McGinley and Co. know what has been done with the money they have given to the Community Chest. We might supply speakers, industrial posters, conferences. But it seems to me that the best way would be to arrange a series of two-hour tours of Chest agencies.

Mr. McGinley and I talk this over carefully. Does Mr. McGinley hear his employes complain of the work of Chest agencies? If so, what does he do with the complaints? We know that he is on the board of the Humane Society. Doesn't he think that people should know more of its work? Mr. McGinley starts by telling me that he and his employes are sold on the Chest, but presently out comes some little prickling thorn,—perhaps a telephone conversation with a tactless worker about an ex-employe who has become a client. Or he is in sympathy with the work of the family and children's agencies but there are certain types of work which do not seem to him to be necessary.

I persuade Mr. McGinley to try one trip which will include himself, so that he may make up his own mind about its value. If he is pleased, I should like to take the other officers, the department heads, the foremen and a selected group of workers in each department. We do not expect to be able to take the whole group, but we do hope to have, sprinkled through the organization, men and women who know something of the work at first hand. It is important that members of the lowest employe group should hear about the Community Chest from their fellow workers and not always in manifestos handed down from the main office.

One such interview reveals the necessity of having along with a well stocked arsenal of facts, a wholly disarming willingness

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to answer all questions relating to so-called red tape and social work salaries, and a few credible case stories. If we expected it to be hard to explain record-keeping and the Social Service Exchange, we did not find it so. People are impressed when they see the care with which the money is spent and they quickly see the importance of keeping records and clearing cases. If we anticipated unwillingness on the part of the employers to send their employes out on company time, our fears were for the most part unfounded.

The visits to agencies, three or four, in a two-hour trip, are really only pegs on which to hang the opportunity of talking with the visitors about social work. The things we say are very elementary, but though they may seem hackneyed to the social worker, they are brand new to the public. We tell them how social work methods have changed. We know that giving coal and groceries is only the beginning, and that unless we can discover resources within the families which will help them to return to self-reliance, we have failed with them. This item of personal service appears on the budget as "salaries." We point out the new vocabulary of social work,—the terms "pauper," "orphan" and "inmate" being replaced by words which do not carry the stigma of dependency. We describe the care which is taken to keep homes together rather than to tear them apart, and the minute investigation made before a child is placed out in a home. We explain the way in which a client asking for family relief is interviewed and what is done for him. Above all, we encourage questions.

We have not limited our visits to institutions. Succeeding groups from a certain firm are taken to different sets of agencies. In the case-working agencies, the executive, the supervisor or some competent worker talks with them, and it is in these offices that we have some of our most interesting sessions. Many more questions are raised about the character-building agencies than about any other group, but visits to settlements, centers and other group-work agencies have invariably been successful, giving the visitors a quite different idea of the scope of these services. Our visitors have shown an amazing interest in social-work policies. We have traced and explained satisfactorily a number of specific complaints. And many visitors have said, "You have opened our eyes" and "When the campaign comes round next year I'll increase my subscription now that I know how the money is used."

It seems to me that these trips have been successful in proportion to the degree in which we have been able to get on a footing of personal friendship with the visitors, and that this justifies the time required in taking them in small groups, eight to twelve persons. As in other pieces of publicity, it is not going to be possible to appraise the results with any exactitude. There are too many other factors to influence the amount a man gives in these times of slack work. The process covers only about a thousand persons a year, but we hope that from each of them circles of understanding will widen out to include many fellow-workers. As an experiment in case work in public relations, it may at least have a small contribution to make to the community understanding of social work in the difficult times to come.

Mrs. Belmont Played Second Fiddle

EXECUTIVES who strain for headline speakers for annual meetings might well ponder the experience of the Mt. Desert, Maine, Chapter of the American Red Cross where a speaker from the very grass-roots of chapter activity unconsciously ran away with the show from no less a headliner than Mrs. August Belmont. The chapter's nursing and nutrition work is carried on in what are, for ten months of the year, remote Maine villages and for the other two months wealthy and glamorous summer resorts. At its annual meeting Rockefellers, Fords, Stillmans and McCormicks rub elbows with fishermen, farmers and village trades-people.

Such a meeting, one summer evening, crowded the little community house in Northeast Harbor. The program moved sedately along toward the high spot of Mrs. Belmont's promised address. Then forward from the audience came Mrs. Gordon of Hall's Quarry, unpowdered, unarranged, flushed and a little perturbed at her prominence, to tell what the Red Cross had done for her village. Hall's Quarry is untouched by the summer folk. Its dozen or so families live precariously by their labor in the granite quarry. No paved road leads to the isolated knot of bleak little houses perched above the harbor. "Our home-nursing class met every Tuesday night at the schoolhouse," said Mrs. Gordon. "We were all in the class, twelve of us, all the mothers of the Quarry, and none of us ever missed a meeting. When the sleet and ice storms broke down the wires and cut off the lights we carried lanterns. Our teacher never failed to come though one night when the trees were breaking down under the snow and ice we didn't see how she could get through to us. But she did. We have learned so much about how to take care of our children. . . ." And then she told in her own words of this child and that while the millionaires of a dozen cities listened, absorbed and moved.

"What is there left for me to tell you about the Red Cross?" said Mrs. Belmont. "I can tell you of its wide organization, of its far reaching program, but Mrs. Gordon has shown you its very heart."

Where Volunteers Come From

THE story of Chicago's successful overnight sally into large scale volunteer training and placement told by Helen Cody Baker in The Survey of July 15 (Square Volunteers and Round Ones, page 399) brought a shower of inquiries to the Council of Social Agencies. Most of the enquirers, says Mrs. Baker, wanted to know "where we got the volunteers." They were drummed up, she replies, through three channels, newspaper stories, announcements in women's club and church bulletins and entertainment programs and by personal letters to volunteers already known to the Council who were asked to enlist one or two women "who, like you, have it in them to make good." The newspaper notices brought quantity response but the personal letters brought the best quality. In recruiting for its fall courses, the Council proposes to enlarge its publicity by personal talks to women's clubs and church and social-work groups.

How to Use Board Members

AT a group discussion on the internal administration of social agencies by qualified executives some time ago the following points were made regarding the functions and qualifications of board members:

"Board members should be used in special committee service. They should discuss and determine the policy and program of the agency; select the executive; assume legal responsibility as a corporation for the operation of the agency; be responsible for financing; be informed on the work of the agency; and thus inform the community regarding that work. They should be able and willing to attend meetings. They should be representative of those elements in the community with which the agency must cooperate. They should provide a clearing-house and testing-place for the executive's ideas.

"They should know the work of the agency; have ability to contribute to the general advance of the agency's policies; be able to give special service along specific lines; represent

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strength in the community either actually or potentially; often should be expected to give prestige to the work of the organization through their own influence in the community. They should be able to give time to the work of the organization and be willing to use their ability for its benefit. They should be congenial one to the other; willing to learn the work of the agency; be open-minded; be willing to give and take in discussion; show a cooperative attitude toward other agencies and an inquiring attitude toward all questions. The special contacts of board members with other groups should be utilized to teaching those groups and bringing about their cooperation.

"Board members should be expected to render volunteer service in the actual work of the organization according to their special ability."

Cash Receipts

HERE is a new wrinkle in keeping track of the cash received during a financial campaign (cash which so often gets lost because the volunteer solicitor fails to attach it to the correct pledge card or to make a suitable notation on that pledge card—or does not make out a pledge card at all). Frank McBroom, director of the Community Welfare Fund of Lansing, Mich., makes out the prospect card for his campaign in the shape of an envelope. When cash is paid it is enclosed. When a subscription card is made out it also is enclosed, thus a complete checkup between the name on the prospect envelope and the name on the pledge card—and the cash cannot become lost and cannot become attached to the wrong pledge card. Mr. McBroom says the plan works admirably. He would be glad to give a sample if you cared to write to him in the Hollister Building, Lansing, Mich.

Follow-up

SOCIAL agencies which wonder why subscribers quit giving to them might copy a leaf out of the book of General Motors Corporation which on at least one occasion has sent the following letter to a person who had sold his stock:

"Dear ——

"It has recently come to my attention that your name no longer appears on our books as a holder of General Motors' stock; and while I appreciate that in such a large family of stockholders there must be a continual change in ownership, it is always with regret that we see any of our partners dropping out.

"In case the disposal of your holdings was due, even in a small measure, to any unsatisfactory treatment on our part, I hope that you will do me the favor of writing me in detail, since it is our desire to retain your friendship even though you are no longer a holder of General Motors' securities."

Starting with Breakfast

ONE of the community chests we recently visited starts off its campaign with a breakfast meeting of all its workers. The executive says that this brings out a fine attendance and the workers get a running start which brings them in with a good report at the luncheon meeting on the following day.

A New Twist on Personals

THE Chicago Y.M.C.A. had an effective personalizing stunt in its house organ, Chicago Men. On page seventeen of a typical issue for example it had a picture of one of its members appearing as he did when he was a young man twenty or thirty years ago. The man was described in considerable detail—and very interestingly. At the end of the story the reader was told that on page 35 you could find the man's real name if you hadn't already guessed it, for the description was so complete that anybody who knew the man certainly could guess him. A similar plan might be used in regard to board members, officers and other committee members of social agencies, with the moral usually drawn that the person described has had a long and honorable career in the service of the social agency which others might well emulate.

Reservations in Advance

THE American Statistical Association has found a way to make people who attend a dinner or luncheon purchase their tickets well in advance. It offers tickets at a reduced rate if bought the day before. A dinner ticket which costs $3 on Thursday for dinner that evening may be had for $2.50 if obtained on Wednesday. The plan insures reservations in advance and enables the secretary to estimate fairly accurately the number of places to be set. It obviates too the unpleasantness of having to crowd in extra tables at the last minute to the discomfort of everybody.

How to Save Four Days

ANOTHER test of the use of a dictaphone machine in a case-working social agency shows the great saving of this method of keeping case records compared to direct dictation to the typist. The Cleveland Humane Society, of which C. W. Areson is executive, made a comparative test for one week of one group of twenty workers using the dictaphone and another group of thirty-one dictating direct to the typist. The total number of lines produced in the week was 13,906, consuming 8519 minutes for dictator and transcriber. Of the 8519 minutes, 4982 minutes (twenty workers) was on the dictaphone and 3537 minutes (thirty-one workers) was dictation to the typist. Reduced to a common denominator this shows that if all fifty-one workers had used the dictaphone there would have been a saving of about two thousand minutes, or thirty-three hours,—about four days' time of one worker.

The Humane Society has three dictating machines and four transcribing machines and is considering an increase to six dictating machines. The saving effected would pay for the increased equipment in one year. All dictating and transcribing of cases is done in the stenographic bureau under a supervisor

This study was made under the supervisor of an office committee. Mr. Areson has the sensible executive technique of delegating to committees of his staff the responsibility of studying administrative procedures and making recommendations which are discussed, amended and adopted by the staff as a whole at staff meetings. An office committee was appointed to study the use of the office telephone for business and personal calls, and another committee to study and report on an equitable policy for transportation by streetcar, worker's car and agency car.

Sorter-graf

ONE of the best devices we have ever seen for sorting campaign prospect cards, checks, or other material which must be arranged alphabetically, is the sorter-graf in operation in the office of the Columbus Community Fund. It is on the principle of the familiar metal check sorter and has about seventy-five alphabetical sub-divisions made up of metal leaves which slide back and forth on a ball-bearing carriage so that the clerk who is operating the device can almost immediately reach the classification in which she wishes to insert the material she is sorting. Stockton Raymond, director of the Columbus Community Fund, savs the device works admirably.

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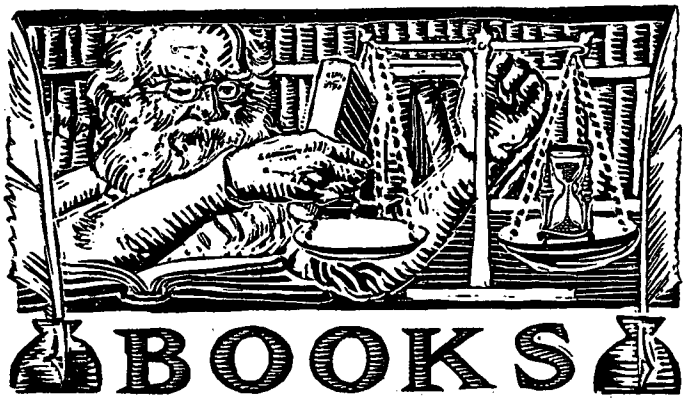

A Human Economics

ECONOMIC BEHAVIOR—An Institutional Approach. *By Members of the Department of Economics, New York University (Willard E. Atkins and Associates). Houghton Mifflin. 2 Volumes. 1078 pp. Price $8.50 postpaid of The Survey.*

AT last we have a textbook in economics that concerns itself with the realities of economic life rather than with the abstract conceptions of an individualistically competitive order that tends to mathematical equilibrium. With style, wit and insight the authors describe the economic activities of human beings as we know them and the institutions and activities they have set up to accomplish their purposes and by which their activities are conditioned. The knowledge that modern sociology, social psychology, accounting, business and economic and social research have given us are all directed toward presenting a picture of human economy in America and of the varieties of economic behavior among different nations and groups.

The result is fascinating and stimulating, even though we recognize that the picture is but an outline, far from complete, and blurred in some of its lines. It is an excellent beginning, however. And what more can be expected of a pioneering attempt? The traditional body of economic dogma has been scrapped, but not without considering its important "principles" and examining the extent to which they may be appliable. An entirely new arrangement of the material for economic study is presented, in which the great problems of modern economic life find proper places. There is much that is unsatisfactory in this arrangement but it is a distinct improvement on the orthodox texts which rarely find logical places for the important economic problems of the day. The basis for a satisfactory arrangement of the body of economic knowledge has been laid in this text; future writers will be bound to consider it and no doubt will make necessary improvements.

The authors have done a job that has long needed to be done. Many attempted it before them but with indifferent results. They have succeeded where others have failed. They have written the introduction and given us a practical working outline for a new, a human, economics.

Antioch College WILLIAM M. LEISERSON

Experts and Democracy

THE PUBLIC AND ITS GOVERNMENT, *by Felix Frankfurter. Yale University Press. 170 pp. Price $2.00 postpaid of The Survey.*

THIS book is a series of four lectures delivered on the Dodge Foundation at Yale University in May 1930. The first lecture is a "laborious reminder" that "government is no longer merely to keep the ring, to be a policeman, to secure the observance of elementary decencies. It is now looked upon as one of the energies of civilization." The second lecture proceeds to answer the question, "Does law obstruct the government?" That is, do our written constitution, our federal system, our division of powers, and our "destructive" and "irresponsible" judiciary still make it possible for government to deal successfully with its ever broadening and deepening tasks? The answer on the whole is yes, though the manifest failure of the states and the nation to regulate public utilities is recognized and analyzed in the third lecture. This chapter is easily the best short statement of the public-utility problem I have seen.

In the concluding lecture, Expert Administration and Democracy, Mr. Frankfurter predicates the continuation of our civilization upon the maintenance of democracy, partly because neither oligarchies nor autocracies can command the willing and intelligent help of the masses and partly because none of the new tyrannies have solved the difficulties of mankind better than have the democracies. It becomes, therefore, obvious that "knowledge and the capacity for judgment must permeate the whole community"—a problem which is passed over rather lightly. But Mr. Frankfurter comes to firmer ground when he deals with the personnel of government and urges the need for a highly trained and disinterested permanent service "properly circumscribed and zealously scrutinized." In looking into the future he recognizes the dangers of the uncontrolled expert and says that "safeguards must also be institutionalized through machinery and processes." The theme is not further developed though he alludes to the high standards of professional service, effective procedure, public scrutiny, and finds some peculiar magic in "an informed and spirited bar." As an aid in this scrutiny and as a guide for public judgment, Mr. Frankfurter calls special attention to the official commission of inquiry and outlines a code of procedure made up quite obviously out of the antitheses of the Wickersham Commission methods.

LUTHER GULICK
National Institute of Public Administration

Workers' Education

WORLD WORKERS' EDUCATIONAL MOVEMENTS: Their Social Significance, *by Marius Hansome. Columbia University Press. 594 pp. Price $5.00 postpaid of The Survey.*

THIS volume is an attempt to bring order and meaning to the numerous movements throughout the world for workers' education and as such the author's interpretation is quite as valuable as the tremendous amount of information he encompasses in the study. He says, "In a larger sense the workers' educational movement is of spiritual significance. Broadly conceived, the movement represents a group of human beings in an endeavor to feel at home in the universe. They want to 'belong' in the Great Community." And again, "... one of the objectives of labor education is to bring pressure upon the public educational system for the recognition of labor's claim to status." Although in general the author points out that the purpose of workers' educational movements is to train leaders, to better the social order, to disseminate social education to juveniles as well as to adults, to change the attitude of social toward manual labor, to "supply the masses with cultural opportunities," and to "foster a labor and socialistic culture," he makes it clear that for many in the movements education exists as a good thing within itself.

The study comprises an analysis based upon data from "twenty residential labor colleges, eighteen non-residential schools, eighteen national centers, six miscellaneous projects, and five international organizations, a total of sixty-seven" distributed throughout the world. Much of the material was gathered from attendance at conventions, visits to institutions reported and personal interviews and observations. The analysis of these institutions includes a statement of their objectives, the make-up of the teaching staff, the composition of the student body and the content of the courses offered. The author's attention to the nature of the educational process involved, to the problems of curriculum construction and to the relation-

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ship of the movements in the total pattern of community life, deserves mention. He has had a wide acquaintance with adult education based upon a teaching experience of ten years. The volume is exhaustive, authoritative, written with scientific candor, and presents a wealth of material for those interested in the educational and social implications of world workers' education.

R. H. WHITLEY
Welfare Council, New York

Present-Day Families

THE FAMILY IN THE PRESENT SOCIAL ORDER, *by Ruth Lindquist. University of North Carolina Press. 241 pp. Price $2.50 postpaid of The Survey.*

ACCORDING to her preface Miss Lindquist has written this little volume "primarily for teachers and administrators in the field of education for marriage and parenthood, though it may have additional usefulness for students of social science and for those whose work and interests are directly related to present-day family life." Throughout the book one senses an eagerness to offer to bewildered families and to no less bewildered advisers some help that will be other than theoretical, something that can really be used to meet the living, changing needs of actual families. She has discussed with sincerity and genuine interest some of the problems of contemporary families as revealed through the answers made by 306 families to a detailed questionnaire. Her illustrations for the most part are concrete and bear the stamp of actual experience; her suggestions for remedy and prevention are practical and usable.

Unfortunately the title suggests a scope that is somewhat more ambitious than the content of the volume warrants. Some confusion results from that and from the fact that the demands of the broader subject tend to obscure the interpretation of the material from the questionnaires. One feels also, as in so many books on the family, that the masculine point of view has been neglected if not ignored. Miss Lindquist herself is aware of this and urges that greater effort be put into finding out what men are thinking and in developing educational projects that will meet the needs of husbands as well as wives.

There is no question but what Miss Lindquist has added to our understanding of contemporary family life. She has also done some valuable pioneer work. Her critical evaluation of the questionnaire method in the study of family life is as helpful as are her more positive suggestions as to the what and how of further exploration in this field.

Editor, The Family MARGARET E. RICH

The Reality of China

CHING HO—A Sociological Analysis. *Published by the department of sociology and social work, Yenching University, Peiping, China. 146 pp.*

CHING HO is the Chinese Middletown. This study is a first attempt to analyze, with actual field work as the basis and with graphs and charts to clarify, a typical Chinese village. It was planned by the department of sociology of Yenching University and carried out by the professors and students of that department.

Ching Ho is a village with a population of 2437, six miles from Peiping. In its simplicity it presents a vivid contrast to the extremely complicated industrialization of Middletown. Its average citizen is a small merchant or farmer. He works in the stores for an average wage of 30 cents Mex a day, in addition to food and lodging and a share of the profits. He serves, as a rule, a three-year apprenticeship before he receives the money wage. He lives with an average family of five in a house costing on the average $8.64 a year. He calls himself a Buddhist but the ten, formerly magnificent, temples are falling into decay. Probably he doesn't read. Of 371 families, one takes a newspaper and thirty own books. A few children go to school, a public school which has two teachers for seventy students. Yet the computed averages for literacy indicate that 30 per cent can read in contrast to a general impression of 5 per cent. Ching Ho is a market town and a grain distributing center—and on market days the people come in from the neighboring villages to buy or sell vegetables, fruits, peanuts and sweet potatoes. There is a Chamber of Commerce whose purpose is "to protect the traders from abuse from the government, from soldiers and bandits and thieves." Modern improvements are edging in—there are two telephones.

Yenching deserves much credit for this study. It is from the presentation of realities such as these that a true picture of the progress of the transition in China may be gauged.

HELEN MEARS

Commercial Arbitration

CODE OF ARBITRATION. PRACTICE AND PROCEDURE OF THE AMERICAN ARBITRATION TRIBUNAL. *Frances Kellor, Editor, Chicago. Commerce Clearing House Press, 1931. 284 pp. Price $5.00 postpaid of The Survey.*

THIS is a useful and convenient handbook of commercial arbitration in the United States. It was prepared by Miss Kellor and a number of members of the staff of the American Arbitration Association. The Association created the Arbitration Tribunal in pursuance of its purpose of advancing arbitration of disputes among business men and commercial associations. The Code sets forth the rules and practices by which commercial arbitration cases are carried on. Details of making arbitration contracts are described, methods of submitting controversies to arbitration, choice of arbitrators from the panels which the association maintains, arrangements for hearings, proceedings, methods of making and satisfying awards, and how the cost of the proceedings may be regulated. Forms for use in the course of the proceedings are reproduced. There is an introductory review of the arbitration laws of the various states, and an appendix contains a digest of the most important cases that have been decided.

Antioch College WILLIAM M. LEISERSON

Since Malthus

ESSAYS ON POPULATION AND OTHER PAPERS, *by James Alfred Field, edited by Helen Fisher Hohman. University of Chicago Press. 424 pp. Price $3.50 postpaid of The Survey.*

THESE Essays on Population so ably gotten together and edited by Mrs. Hohman, represent a life's work in the field of population problems by the late James Alfred Field of Chicago University. That Professor Field was a pioneer in the field of population problems in university circles in this country is shown by the fact that his course "first offered at the University of Chicago in the autumn of 1908 was one of the first courses devoted exclusively to population to be given in any American college or university."

One of the chief values of his work is that it is not only a study of the problems of population, eugenics and birth control during his lifetime, but also a scholarly presentation of these problems since the time Malthus began his celebrated work about 1800. A work of this kind shows the close relationship between the works of such outstanding authorities as Malthus, Mill, Darwin, Spencer, Galton, Walker and the twentieth-century Malthusians and Neo-Malthusians. Contemporary population theory is founded firmly upon these population authorities and the father of them all, Benjamin Franklin.

From his essays it would seem that Professor Field's interest in eugenics and birth control was only surpassed by his interest in the subject of population as a whole. Like most population authorities he was an enthusiastic but temperate advocate of eugenics and birth control. In speculation and

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application Field steered a steady course, carefully defining his terminology and guarding his phraseology against exaggeration and misrepresentation. Such a friendly and scientific method of procedure has a tendency to disarm if not convert those who might otherwise oppose one's ideas and actions.

At the end of the essays about twenty pages are given over to a list of the books and pamphlets on population in the library of Professor Field. To the student of the history of population problems these references will come as a most welcome innovation.

GUY IRVING BURCH
Director, Population Reference Bureau

Genius as Such

GENIUS AND CREATIVE INTELLIGENCE, *by N. D. M. Hirsch. Sci-Art Publishers. 339 pp. Price $4.50 postpaid of The Survey.*

DR. HIRSCH has been at work for a dozen years or so on the problem of the inheritance of intellectual ability and the respective roles of heredity and environment in producing the individual differences revealed by intelligence tests. His present work is a statement of his own view as to the nature of intelligence, proceeding from these primitive acts of perception up to the complicated phenomena of intuition and creative imagination. The scope of the book is therefore much broader than its title implies. This is unfortunate, for in such a panoramic picture there is no chance to analyze theories in detail and the result is a rather kaleidoscopic series of interesting suggestions supported by exceedingly little direct evidence. Two points at which this is especially unfortunate are the acceptance of McDougall's instinct theory and the acceptance of the theory of innate differences in the capacity of various races and nations; in each case no opportunity is allowed for rebuttal, so that it is impossible to tell to what degree the author is familiar with other evidences and other interpretations. The book will therefore be stimulating and provocative without convincing those who feel that its premises are exceedingly one-sided.

Dr. Hirsch's theory of intelligence involves a doctrine of three levels or forms of intellectual capacity, qualitatively distinct from one another. Just as the intelligence which expresses itself in language differs in *quality* from the intelligence of the brute, so genius is the expression of an intuitive gleam entirely unexplained through mere *talent*. It is not merely hereditary; "genius is another psycho-biological species, differing as much from man, in his mental and temperamental processes, as man differs from the ape" (page 298).

University of California GARDNER MURPHY

Chronic Drinkers

THE COMMON SENSE OF DRINKING, *by Richard R. Peabody. Little Brown. 190 pp. Price $2.00 postpaid of The Survey.*

THE common sense of drinking is sometimes at odds with the common sense of the drinker and as a result normality passes into abnormality. The Salvation Army principle that a man may be down but never out is here modified by the addition of the words "unless he wishes to be." Mr. Peabody has had experience in the treatment of chronic alcoholics whom he distinguishes from the regular drinkers as those for whom a night's sleep does not represent the end of an alcoholic occasion. When the morning drink comes into the scheme of life and one needs a dram to steady the nerves the borderline is crossed, the hard drinker has become an alcoholic.

This volume is written simply to present a rational psychotherapeutic approach to the problem of treating the excessive drinker. He regards chronic alcoholism as the expression of a pathological method of living, having its origin in the inheritance of a nervous system which is non-resistant to alcohol, in the failure of early environment to develop the courage to face reality and in the pressures of later environment. In the viewpoint the author favors the Adlerian doctrine of an inferiority complex as opposed to the Freudian concept.

In brief, the basis of treatment involves the voluntary surrender of the patient and his complete acceptance of the idea of permanent renunciation of alcohol. There are necessities for familial adjustment with a reasonable degree of economic freedom, but success depends upon the persuasion of the patient to constant effort at self-restraint and cure without self-deception. Without doubt only those who want to be cured can be cured; but thereafter the cures, to be effective, must be supplemented by rational living. This involves some useful occupation or absorbing hobby, physical exercise and daily activity, aided and abetted by regularly practiced relaxation in its physical and psychic forms and the strengthening suggestion of self-capacity, energy and achievement.

Thought provoking and stimulating, the book avoids the pitfalls of dogmatism and verbosity. It is useful for those who desire to understand why persons become chronic inebriates and why they resist the idea of cure.

New York City IRA S. WILE, M.D.

Orthopedics for Laymen

CRIPPLED CHILDREN, THEIR TREATMENT AND ORTHOPEDIC NURSING, *by Earl B. McBride, M.D., F.A.C.S. 275 pp. Price $3.50 postpaid of The Survey.*

SOCIAL workers, parents of crippled children and laymen interested in their care as well as nurses, physio-therapists and teachers who work with crippled children will find in Dr. McBride's volume a clear description of all the usual orthopedic difficulties and the best means of treatment now used. Dr. McBride teaches orthopedic surgery in the School of Medicine at the University of Oklahoma, serves in several hospitals and is visiting surgeon to the public school for crippled children in Oklahoma City. E. G. Brackett, Boston orthopedist, in a foreword to the volume commends the author's "effort in this so far untrodden field" of presenting technical matter in a form understandable by lay persons.

Dr. McBride steers an even and sensible course, avoiding extremes of technique but assuming intelligence on the part of the reader. Each type of crippling disease or other cause of deformity is treated in semi-outline under headings: cause, treatment, operations, progress and ultimate outcome, nursing duties. He includes, for example, most minute directions as to methods of cast removal and prevention of bedsores in the interest of the patients' comfort as well as his safety.

The reader enjoys the large print and profuse illustrations, 159 of them. The appendix includes definitions of all orthopedic terms used. The book carries the endorsement of Edgar F. Allen, president of the International Society for Crippled Children.

EDITH REEVES SOLENBERGER
Upper Darby, Pa.

Criminals as People

THE PERSONALITY OF THE CRIMINAL, *by A. Warren Stearns. Beacon Press. 146 pp. Price $2.00 postpaid of The Survey.*

IN recent years front-page newspaper stories of prison riots, gang warfare and "crime waves" have focused public attention on problems connected with crime and criminals. This aroused interest is reflected in an outcropping in our movie theaters of such plays as Criminal Code and The Big House. Dr. Stearns is therefore assured of an audience, apart from the professional field, prepared to welcome such an authoritative volume as The Personality of the Criminal.

In addition to his position as dean of Tufts Medical School and as commissioner of correction of the Commonwealth of Massachusetts, Dr. Stearns is a skillful psychiatrist with long service as examining psychiatrist of the Massachusetts State Prison. He therefore brings to the consideration of the his-

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toric, universal problem of the antisocial individual who has run counter to the tribal mores and has been unskillful or unfortunate enough to be caught, the scientific method of approach that has hitherto been sadly lacking in this field. Community agencies have learned to apply this method in dealing with the sick and to approximate it, through careful case-study methods, with the poor, but with the "bad,"—greatest in need of discriminating social diagnosis and treatment, we have hardly progressed beyond the ancient formula of "an eye for an eye and a tooth for a tooth."

The objectives of modern hospitals are accurate diagnosis, the most scientific treatment and restoration to normal health in the most expeditious manner. Prison aims are, or should be, analogous. Dr. Stearns pictures criminals as "natural consequences rather than unnatural phenomena induced by abnormal conditions." An illuminating chapter is entitled Crime Control and not the least suggestive and valuable part of the book for the thoughtful reader is the appended outline for case studies.

GLADYS E. H. HOSMER
Concord, Mass.

Behind the Census

AN ETHNIC SURVEY OF WOONSOCKET, R. I., *by Bessie Bloom Wessel. University of Chicago Press. 290 pp. Price $4.00 postpaid of The Survey.*

TO make social programs effective we ought to know something about the composition of that human concoction known as the melting-pot. Yet surprisingly we are almost wholly without accurate information on this matter. Because of the great technical difficulties involved in collecting new basic data, few students of the subject have done more than attempt correct interpretations of census statistics, inadequae as they are admitted to be. Mrs. Wessel has for a number of years experimented with methods of securing a more complete account of the ethnic composition of given communities, relying in the main upon information collected through the public schools by means of a questionnaire. The present work is the result of one of these studies. As a record of pioneer effort, the report necessarily goes fully into problems of methodology and addresses itself to the student rather than to the general reader. Nevertheless it endeavors to meet practical needs of community organization and of social work—particularly by presenting information on the cultural factors that influence the choice of mates in the first, second and third generations—such as religion, language, frequency and recentness of migration, and similarity of national background. It is to be hoped that the Study of Ethnic Factors in Community Life, a temporary organization sponsoring the present study and the series of which it is part, will not only continue research along these very promising lines but will also before long see its way to make the more important findings available in popular form.

BRUNO LASKER
The Inquiry

Negro Workers

THE NEGRO WAGE-EARNER, *by Lorenzo J. Greene and Carter G. Woodson. The Association for the Study of Negro Life and History. 380 pp. Price $3.25 postpaid of The Survey.*

THE Negro Wage-earner is an attempt to set forth trends in the economic life of the Negro and to determine causes that bring about such trends. It is the result of a three-year survey of social and economic conditions by the Association for the Study of Negro Life and History, which has for its editor and founder one of the authors, Carter G. Woodson. The book leaves one in no doubt of the perilous economic position of the Negro. The present depression with its attendant ravages to the security of the Negro worker is sufficient, for those interested in Negro life, to awaken an awareness of the uncertain future that awaits this part of the American populace. Statistics on Negroes' occupations, before and after the Civil War, together with those dating from the World War, were sufficiently enlightening, had they been studied seriously, to have been sign posts indicative of much more than simple increases and decreases in certain occupations and trades.

Two other recent books have surveyed the economic status of the Negro—The Black Worker by Spero and Harris, and The Negro in Modern Industrial Society. Many surveys of particular cities have added materially to the factual knowledge of this aspect of Negro life. The Negro Wage-earner, as well as these other studies, has laid hold of certain fundamental factors to which the Negro's economic status can be attributed, such as increasing competition between white and black workers, labor unions, the inadequacy of industrial education, and others. What now is necessary, on the basis of existing data, is the development of techniques to obviate the consequences of such factors. For example, if the Negro is losing out through competition, cannot some means be devised to place this competition on a more equal basis? If the labor unions operate against the Negro's rise in the industrial scale, is there not a program that can nullify their offices? If it is the inadequacy of the Negro's industrial training, that has caused him to lose ground progressively in some trades and occupations, cannot a program be suggested that will help eradicate this deficiency? To use the existing data as a basis for an economic program for the Negro is a job for an economist and not a historian.

MABEL J. BYRD
Fisk University

Dealing with the Four Curses

BODY, MIND AND SPIRIT, *by Elwood Worcester and Samuel McComb. Marshall Jones Company. 356 pp. Price $2.50 postpaid of The Survey.*

WORCESTER and McComb have had a long and varied career in dealing with nervous sufferers at Emmanuel Church, Boston. Their practical contacts with human beings suffering from neuroses, alcoholism, marital infelicities and economic distress give them definite urge and reason to express their ideas, impressions and convictions. The evidence presented through case studies rings true; indeed throughout there is evidence of honesty and effort at self-criticism. While they appear to suffer from a conflict between essential spiritual values and the acceptance of various schools of psychology as presented by Freud, Jung and Adler, the basis of their service is wholly individual in method, technique and interpretation. In the linkage of medicine and religion, materialism and spiritual forces one notes an allowance for the probability of demoniac possession with treatment or exorcism of the discarnate spirits.

The discussions throughout are excellent and particularly in the chapter devoted to dreams. While there are evidences of some leaning towards Adlerian foundations, eclecticism is ever present, revealing much wisdom and understanding to back up the ever present religious approach, whether in the discussion of psychoneurotics, dreams, or the psychoses of mood. Declaring themselves to be psychic researchers and life long students of immortality, one appreciates their comments upon "The extravagant pretensions of psychoanalysis." Suggestion plays a larger part in their armementarium than aught else.

A large part of their success lies in their concept of the art of living and relaxation within the self, with the need for giving suggestions and promoting auto-suggestion of power, energy, freedom and peace. This procedure is applicable in their estimation in dealing with victims of the four curses of mankind, tuberculosis, alcoholism, syphilis and cancer. While the book primarily is valuable in the pastoral field as an instigation and inspiration to mediating the healing virtue of Christ, it possesses some value to all engaged in social work by reason of its criticisms of

(*Continued on page* 111)

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COMMUNICATIONS

The Smiths

To the Editor: The Smiths, and their kind [We Pay for the Smiths, Survey Graphic, September 1931, page 508] are an old story to case workers but it seems to me that Messrs. Rogers and Rappaport take a little too much for granted when they say "case-work technique has nothing to do with it."

There *is* a tendency among family agencies today to confine their intake to families who respond readily to modern techniques and to leave families like the Smiths ("the so-called inoperables"), to work out their own salvation, or to refer them to the public agencies. Is this really a wise procedure and is it a far-sighted one? Are we not just as guilty of rationalizing and refusing to face our problems squarely when we refuse to take on the Smiths and dub them "inoperables" because they do not respond readily to these modern techniques, as when we continue working faithfully with them, trying to meet our community responsibility by devising new techniques to meet their particular situation? These techniques may have to do with the care of the family in their own home or the breaking up of the family, but at any rate the goal points to a plan of treatment which will be on a basis constructive to the community at large.

Certainly case workers encounter many a potential Smith family, but because of good case-work technique the course of the stream is changed and from the family come some good or at least average citizens. It is true that the "deep laid social ills" of the Smiths cannot entirely be cured by new techniques, but neither can we at the present time ignore case-work technique in dealing with them. Until the public or the community find a better way, the Smiths, it seems to me, must remain the charge of the case-work agencies, and should be more of a challenge to the case worker than ever.

Brooklyn Bureau of Charities, Helen B. Large
Brooklyn, N. Y.

The Churches and Birth Control

To the Editor: In the very interesting August 1 issue of The Survey in an interesting article on birth control Charles Stafford Brown writes: "Churches are reflectors of public opinion." Of course. They *are* public opinion, at least a good half of it. Forty million enrolled communicants constitute about a half of the adult population of the United States, and the more vocal half. To blame the church for war, or for economic injustice, or for unwanted pregnancies is just to wish that the problem were solved. It gets us nowhere.

"The church has produced great leaders," but "churches are not leaders of opinion." True. What forty million or forty thousand or forty ever did more? Most of us who make up the millions and the thousands and the scores are cast for the role of followers,—which may not be an unmixed misfortune for clever people who know what we all ought to do. Is the case other with the National Conference of Social Work or the Congregational Church of Colorado Springs or the Brown family?

The church is not quick to welcome new ideas. Its members are just men and women, the run of the mine, for the most part. "Thomas Jefferson," I read in the current Atlantic, "denounced the enervating and demoralizing practice of riding in carriages instead of on horseback." If forty million church members reading the August Survey were immediately converted to Mr. Brown's opinion, that might be a matter of congratulation until the next evening they tuned in on the Golden Hour of the Little Flower and were convincingly rated by the vehement Father Coughlin. People who have to be shown are not a wholly undesirable element in society. Sometimes we impatient reformers forget the things "wherein in time past we walked according to the course of this world." Converted yesterday, we wonder today how the forty million can be so dumb.

"The church merely recognizes a condition that already exists." That's the condition in which we all live, especially we hearers and readers, and there's where the writers and the preachers must find us. And most of them don't live so very far away. As Mr. Brown turns over his sermon barrel or fingers his file of The Survey how much psychology will he find twenty years ago, or pacifism in 1917—though pacifism has been plain on the program for nineteen centuries—or discussion of unemployment in 1927? As for the way of a man with his wife I should be hesitant in advising my neighbor about it unasked, and without an existing condition of receptiveness a congregation might not be greatly edified by my advice.

"The church did not take the lead in propagating the theory of evolution or Copernican astronomy or the physics of Millikan." No, and the Survey Associates have not done much for the conquest of Kinchungunga, nor the National Academy of Science for the Norris amendment, nor the Philharmonic Society for television. Does Mr. Brown know four hundred people who understand the physics of Millikan? Are there forty in his congregation?

I venture to plead for a little obvious realism in thinking and speaking of the church. Dear Mr. Brown, remember the Joneses and the Robinsons. Charles L. Carhart
Dorset, Vt.

To the Editor: Mr. Carhart does me the honor to agree with me that the churches are reflectors, rather than leaders, of public opinion. I wonder if he would go one step further and maintain the position that they *ought to be* merely reflectors? If he would do so, we would at once come to a clash of opinion; for certainly I would contend that the churches ought to be leaders in public opinion, particularly along those lines which most intimately concern the welfare and happiness of human beings.

And why? Because the churches universally profess to be the purveyors, if not the proprietors, of Christianity. There is wide difference of opinion as to just what Christianity is; but regardless of definition, its communicants profess it to be a solvent for personal and social difficulties, a veritable road-map of the highway to a better world. Maybe they are wrong—but isn't it their duty, professing as they do, to be something more than passive passengers?

To say that the men and women composing the churches are "just men and women, run of the mine," is to miss one essential fact. They are men and women, run of the mine—plus. Plus what? Why, plus whatever they claim to have by virtue of their organic allegiance to the cause of Jesus Christ. If they possess a plus, let them prove it. If they cannot prove it, let them cease to profess it. Mr. Carhart's attitude, followed to its ultimate point, would deny any man the right to follow his convictions until he had waited to see what the public thought about the matter in hand.

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Vox populi, vox dei? Not yet. I think it would be possible to show that in almost any case involving taste or discernment or knowledge or heroic conviction the majority are practically certain to be wrong. A popular vote on Rudy Vallee versus Caruso or any other really great songster would probably result in an overwhelming majority for Rudy; but this would not prove that the majority was right. It would only prove that the majority lacked appreciation and idealism. Popular opinion is ordinarily composed of about 90 per cent ignorance and 10 per cent laziness—as witness the popular opinions regarding German war guilt, unemployment relief, and so on and on. I, for one, think that when the church descends to the point of accepting popular opinion as her norm, she has lost all reason for existence.

So, Mr. Carhart's letter constitutes a much more severe arraignment of the churches than did my article. I don't know that Survey Associates deserve denunciation for their failure to do anything about the conquest of Kinchungunga—that may be, perhaps, a bit out of their line. But if Survey Associates had done nothing about migrant labor, and coal-mining conditions, and visiting nurses, and community playgrounds, and health surveys, and so on, I should say that Survey Associates, as an organization, deserved to pass from existence. The church was organized as a crusading force, the means and agency for bringing in the kingdom of God. If it fails to make at least a reasonable effort in that direction, where is its justification for existence?

It was my assertion that the churches haven't done, and aren't doing, a very good job of building public opinion; and the measure of their failure to do so is the measure of their failure to prove their right to exist. CHARLES S. BROWN
Minister, First Congregational Church,
Colorado Springs, Colo.

Character Education

TO THE EDITOR: In the very interesting article in the September issue of the Survey Graphic, entitled Connecticut Bends the Twig, wherein Adelaide Nichols tells of the experiments in character education now being carried on in the state of Connecticut, the writer speaks of the "experiment Yale was initiating." According to information from a very reliable source this is an error. In support of my statement I should like, with your kind permission, to call to the attention of your readers certain facts concerning the origin of this experiment, not wishing in any way to minimize the importance of Yale's cooperation in the project, but simply as a matter of record and of justice to the Connecticut State Board of Education and to Ruth White Colton, director of the Bureau of Character Education, who were actually the initiators of this experiment.

It was in January 1929 that the Bureau of Character Education Research, as an affiliated activity of the Connecticut State Board of Education, but privately financed, was organized with Mrs. Colton as its director. Some months later Dean Luther Weigle of the School of Religious Education at Yale became interested in an article of Mrs. Colton's which appeared in The Trained Nurse dealing with the conditioning factors in school behavior problems for which the home and community are responsible and in which she outlined her ideas of character education as a community affair. Dean Weigle invited Mrs. Colton to meet with a group in which were Dr. Mark May and Dr. Shuttleworth. As a result of this meeting the Yale School of Education appointed Mrs. Colton as special lecturer with the rank of instructor, in order that there might be a basis for cooperation.

No projects in character education other than that initiated by the Connecticut State Board have been undertaken by Yale University, but the closest cooperation on an advisory basis has continued between the Bureau and the group at the Yale School of Education. On July 1, 1931, the State of Connecticut took over the financing of the Bureau and it became a fully accredited department of the State Board of Education.
Colemans, N. Y. FLORENCE HALSEY

TO THE EDITOR: In preparing my article I had at hand Ruth White Colton's own report of the beginning of the character education work in Connecticut and understood the facts to be as your correspondent has explained. She has filled in one or two steps in the process of uniting the work of the State Board and the Yale School of Education which I had not previously known. But I did not intend to give the impression that the original impetus to develop methods of character education in the public schools of Connecticut came from Yale. In the Norwalk experiment, however, Yale's supervision and guidance was so large a factor, that it may have overshadowed in my statement the emphasis on the groundwork laid by the Bureau of Character Education Research, which was responsible for Yale's cooperation. ADELAIDE NICHOLS
Westport, Conn.

Peace vs. the Tin Soldier

TO THE EDITOR: Ten minutes after finishing Mr. Crowder's "Tin Soldier" analysis of human nature [The Survey for September 1], my emotions are erupting and at boiling point. In ten days, perhaps, the steam and scalding water will be running in a cool little stream, obeying gravity's pull toward the deep, quiet sea. . . . To answer your editorial questions: of course the tin soldier is, IS, the real menace to world peace! Of course the happy warriors are inevitably hurrying toward the Next War! Mr. Crowder goes far to prove not only the inevitability but the necessity of wars, that man-the-horrible may be killed off! Honestly, is the race worth saving if it's all that this article says and none of the better things that the article omits?

The boy of the Tin Soldier school is a natural and good imitation of the adults who are making him in their own image—image of the half-men that their governing adults made of them: selfish first, stupid with infrequent exception, hypocritical, cruel to weaker creatures including fellowmen, escaping from the dull patterns of institutionalized lives into explosive and destructive play. In The Cross Bearers there is a period of inaction, the endlessness of which is relieved for the men by torturing a mouse. They drop it into the middle of a puddle, watch it swim for shore, then drop it back again in the center, finding diversion in watching it gradually tired to death. Into the midst of this scene, a bomb drops. And really one can think of no reason why it should not fall among them and wreck or maim the lot!

Now perhaps that's all of human nature, but for that incident as for those in the Crowder article, I hopefully put responsibility back to the stupidity of what, before the war, was sometimes decried as a "German" system of education. For the tin-soldier idea of socialization in the article seems to me one of training into conformity to conventions of decency and consideration of others considered unnatural, "disciplines, inhibitions, standards." . . . Why not rather, creations, controls and directions, visions?

One gathers from much that is in the air today that many conceive the solution to be one of freeing as much as of restraining—freeing from old patterns of accepted injustice; something more glorious than escape from monotony into personal privileges of travel, gayety, jazz, witty or comfortable conversation—a release, instead, in making hot warfare against the accepted patterns of inequity all about. Russell speaks of the adventures, in learning, of mastery over natural elements—water, wind, storm. Adventures (*Continued on page* 112)

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GOSSIP: of People and Things

Definitions of 1931

"WHAT is a social worker, daddy?" "A social worker, my child, is a woman who sees a silver lining in anybody else's cloud."

THE NEXT World Jamboree of Boy Scouts will be held in Hungary during the summer of 1933 in a wooded park of thirty-five hundred acres near Budapest which was formerly a game preserve of the emperors.

THE NATIONAL Society of Penal Information with the cooperation of the Carl Schurz Memorial Foundation, is sponsoring a series of lectures by Dr. Clara Maria Liepmann of Hamburg on the general subject of law and social work in Germany and its relation to similar factors in American life. Dr. Liepmann is affiliated with the Prussian Ministry of Justice. Information regarding her speaking appointments may be secured from the Society, 114 East 30th Street, New York.

WALTER R. DRY, with a long experience in education for the blind, has been appointed superintendent of the Oregon State School for the Blind at Salem.

WEST VIRGINIA'S new Department of Public Welfare is headed by Calvert E. Estill. The department combines the Board of Children's Guardians, the Crippled Children's Council and the Veterans' Service Office.

IRVING WEISSMAN of New York has succeeded Harold Coy as assistant to the general manager of the St. Louis Provident Association with his duties lapping over into statistics and interpretations.

RUTH KOLLING, recently Red Cross executive in Salina, Kansas, has been appointed secretary of the state Child Welfare Commission.

NEW YORK has lost a traditional social work figure in the death of Patrick Mallon, dean of Brooklyn social workers, for many years the general agent of the St. Vincent de Paul Society in that borough. Mr. Mallon received a papal decoration some three years ago in recognition of his long service to Catholic charities.

MAINE and Oregon both have new commissions to investigate old-age security and report to the legislatures, the former in 1933 and the latter in 1932.

JANET A. SCOTT, R.N., has resigned as executive secretary of the Newburgh, N. Y., Public Health and Tuberculosis Association to become health education secretary of the Buffalo Tuberculosis Association.

DR. RALPH P. FOLSOM is the new superintendent of the Hudson River State Hospital, New York, succeeding Dr. Clarence O. Cheney who becomes director of the State Psychiatric Institute at the Medical Center, New York City.

A. A. HECKMAN, for two years assistant to the general director of the Associated Charities of Cleveland, has been called to St. Paul as executive secretary of the United Charities. Clifford Colwill succeeds him in Cleveland.

Paging Mrs. Lean

City Welfare Council
New York, N.Y.

Dear Sirs:

Being a close observer of what your wonderful Council is doing and having some experience along such work while I was missionary. I have decided to write. 6 years ago I lost my wife by Death. I am left with 3 small boys ages from 8 to 12. I am a Tenant Farmer. Poor as you well know most of us are but I live in locality in Texas where a Farmer can be all most self surporting. I can see my way clear for another year; and can give good Reference as I am of some of the well known Families of this country. Have a Church record and a citizens standing as a Law abiding Citizen. easy to get along with and desire the Corespondance of some Lady that is wiling to settle down to Home life live at Home and be satisfied with a peaseable happy honest Home. I am 49 years old and gray 5 ft 11 in high wt 170 lbs stout and healthy and member of Southern Baptist. As you are coming in contact with many women if you know some who would be wiling to exchange photoes also Reference with Matrimony in view and earley mariage I would be pleased to consider same. But widdows by Law need not answer. I will consider most any age as I kneed a Housekeeper very badly.

P.S. I well know many Girls have made sad mistakes but I consider many of them are as good and reliable as those who have never made a mistake. Hoping an earley reply with best wishes to your welfare Society.

Respt.
J. S. LEAN

———, Texas

IF NEW YORK'S experience means anything the speakeasy as a social resource is not fully appreciated. A report of the Welfare Council on the lodging of some twelve thousand homeless men last winter shows that while the Municipal Lodging House was giving beds to some thirty-three hundred, the social agencies to two thousand and the missions to another two thousand, the big-hearted speakies were generously opening their doors to four thousand.

ONE OUT of four now has it—or in less cryptic terms, one public-health nurse out of each four discovered by the enumerators of the 1930 Census is a member of the National Organization for Public Health Nursing. A vigorous campaign to bring in the other three quarters of the profession started on October 1 and will be waged until the biennial meeting in San Antonio next April. Mary Sewall Gardner is chairman of the membership committee and her aides include headline nurses—and doctors—all over the country.

At that 1932 biennial, which brings together the three national nursing associations, the American Nurses' Association will award for the second time the Walter Burns Saunders Memorial Medal for an outstanding service to nursing. The first award, in 1930, was made posthumously to S. Lillian Clayton. Nominations, which must be submitted to headquarters of the Association, 450 Seventh Avenue, New York City, by December 31, 1931, may include the name of any nurse who is a member of the A.N.A. and has made "to the profession or to the public some outstanding contribution, either in personal service or in the discovery of some nursing technic. The only kind of service excluded is that of writing."

Child Welfare

TO follow up the "children's charter" of last year's Washington meeting, Illinois will have its own White House Conference on Child Health and Protection at the Palmer House in Chicago, October 30-31. The Chicago Medical Society will be in charge of the division on medical service; while public-health service is to be directed by Dr. Herman N. Bundesen, Chicago's commissioner of health; education and training by Charles H. Judd, director of the school of education of the University of Chicago; child welfare by Sophonisba P. Breckinridge, professor of public welfare administration at the University; and community planning by Wilfred S. Reynolds, director of the Chicago Council of Social Agencies.

SAMUEL GERSON, for five years executive director of the Omaha Jewish Community Center and Welfare Federation, is putting in his sabbatical year in study at the Graduate School of Social Science Administration at the University of Chicago. Jacob S. Pearlstein of New York is subbing for him in Omaha.

WITH everyone concerned denying "a shake up at Ellis Island" the fact remains that Benjamin M. Day, since 1926 commissioner of immigration at New York, has resigned and that Byran H. Uhl, assistant commissioner, and Merton A. Sturges, director of naturalization service in New York, are enjoying indefinite leaves of absence. Federal authorities have recently turned up evidence of an alien smuggling ring in the activities of which three

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government clerks were implicated. Mr. Day was, it is said, displeased at the manner in which the investigation was conducted during his absence on vacation.

Meet Ruth Lerrigo

UNDER The Survey banner you'll find her, you delegates to state and regional conferences. You'll know her by her blondness and by the way she'll sell you The Survey and tip you off on the new books. This newest member of The Survey field staff has been for three years with Better Times, first as editorial assistant, later as managing editor. She has a family tree heavy with social-work and public-health personalities and a collection of degrees that reaches from Washburn College, Topeka, to Columbia University.

Au Revoir John

WE weep as we write as you read—for John D. Kenderdine has become a semi-detached member of The Survey staff. And we predict that many state conferences will never be the same again—until he changes his mind. John has been business manager since the founding of Survey Graphic in 1922. He has pulled stroke-oar in the business office, edited the Work Shop Department, contributed to every other part of both Graphic and Midmonthly (except the Deficit). Most notably he has represented us at conferences of social workers and nurses in practically every state in the Union. Just now he has turned his enthusiasm and his genial salesmanship to the service of the Children's Theater, the promising enterprise which is going on the road with its admirable stock companies and its repertoire of plays for youngsters—and those who have not entirely grown up. Meantime, as time and schedules permit, he will "do" a few state meetings for us. Anyone who is interested in good plays for children is advised to write to John D. Kenderdine, 11 East 30 Street, New York City.

Off Again, On Again

BUT we rejoice that Dora M. Barnes, R.N., and almost Ph.D., has rejoined our Field Staff after an interval of study and research. We bespeak for her the cordial reception and all-round good-will which she has received—and well deserved—in many Survey trips around the country.

TO THE duties of being her husband's wife and her son-in-law's mother-in-law Mrs. Dwight W. Morrow has added the chairmanship of the new City Planning Commission of Englewood, N. J. Her appointment is for four years.

PAUL BLISS, publicity man for the St. Louis Community Council, doesn't propose to let St. Louis go to a benefit ballgame and think it has finished with unemployment relief. The $30,250 which came to the Citizens' Relief and Employment Committee from a benefit game looked pretty big until Mr. Bliss gently pointed out that it was only enough to finance the committee's work for twelve days, and barely that. "Moreover," he added, "if the $30,250 were applied to the regular relief and welfare program that must go on continuously, together with emergency relief, a similar ballgame with similar proceeds would be required every three days."

REV. GABRIEL FARRELL, formerly rector of the Church of the Messiah, Rhinebeck, N. Y., is the new director of the Perkins Institution for the Blind, Watertown, Mass.

ESTHER H. GIBBS has left the Children's Bureau, Canton, O., to join the staff of the Cincinnati Children's Home. Mae Kolb succeeds to her former job in Canton.

OPPORTUNITY, the Journal of Negro Life, is still making soundings for promising Negro writers capable of depicting Negro life in America. It now casts out a prize offer of $100 for the best story of five thousand words or less written by a Negro about Negroes. In its previous seinings for talent Opportunity has brought up such writers as Countee Cullen, Langston Hughes, Sterling Brown and John Matheus. Inquiries about the present contest should be addressed to Opportunity, 1133 Broadway, New York.

FRIENDS and fellow-workers gathered in the New York Academy of Medicine on September 23 to pay a heartfelt tribute to Dr. Lee K. Frankel and his enduring memorial in the welfare work of the Metropolitan Life Insurance Company. Assurance that the work will be carried on undiminished is contained in the company's announcement that Dr. Donald B. Armstrong has been promoted from fourth to third vice-president, in charge of policy-holders' health and welfare; and of Louis I. Dublin from statistician to third vice-president and statistician, in charge of public-health relations.

IN THE appointment of Arthur Lehman to the place on the New York State Social Welfare Board left vacant by the death of Lee K. Frankel, Governor Roosevelt has recognized a strong family dynasty in social service. Mr. Lehman has been for years and still is a substantial vertebra in the backbone of the Jewish Federation. A brother, Herbert H. Lehman, now lieutenant-governor, was an organizer of the Welfare Council and remains its active and articulate vice-president. A third brother, Justice Irving Lehman of the Court of Appeals, is chairman of the Jewish Welfare Board. On the distaff side the family is scarcely less prominent. A sister, Mrs. Benjamin Buttenweiser, is a member of the Board of Child Welfare of New York City; Mrs. Arthur Lehman, a daughter of Adolph Lewisohn, is president of the Crippled Children's East Side Free School; Mrs. Herbert H. Lehman is on the board of Mt. Sinai Hospital, and Mrs. Irving Lehman, a daughter of Nathan Straus, was for years an officer of the Council of Jewish Women and of the Young Women's Hebrew Association.

GOVERNOR PINCHOT, strength to his elbow, has reached into the ranks of intelligent board members for the officers of the Pennsylvania State Department of Public Welfare. Alice F. Liveright of Philadelphia and Helen Glenn Tyson of Pittsburgh have been appointed deputy commissioners of the department which as yet lacks a titular head. Mrs. Liveright has come up through a variety of social service activities. She was a leader in the organization of the Community Council of Philadelphia a year or two ago and is its second vice-chairman. She was engaged in plans for the Pennsylvania School of Social and Health Work, and incidentally for The Survey, when the appointment was made. "Strange, is it not," she says, "how one's plans change overnight." Mrs. Tyson was initiated into social work at Sleighton Farms, that cradle of many careers, and was the first state supervisor of the Pennsylvania Mothers' Assistance Fund. Both she and her husband, Prof. Francis D. Tyson of the University of Pittsburgh, are known to Survey readers from many contributions to its columns.

THE NATIONAL League of Nursing Education (450 Fourth Avenue, New York) has published a gift calendar for 1932, the Nursing Saints' Calendar, with reproductions of the saints from nursing history, beginning with Giotto's St. Francis and the Birds and including St. Catherine of Sienna. The League publishes also a handy engagement pad with a pithy quotation from League publications on every page. The calendar is sold at $1, or 75 cents for 50 or more; the engagement pad for 50 cents, 40 cents for 25 or more in one shipment.

WORD comes from San Diego of the death of Beatrice de Lack Kromback, whose very real contribution to social work lay in pioneering the Young Women's Hebrew Association of New York. For a number of years Miss Kromback had carried on a little gallery in San Diego which was a center of enthusiasm and encouragement for the younger artists of southern California.

ADMINISTRATOR'S GUIDE

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

ASSOCIATED GUIDANCE BUREAU, INC.—One East Fifty-Third Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Work includes consultation and home service with behavior maladjustments of children, adolescents, and young adults. For information address Jess Perlman, Director.

BIG BROTHER AND BIG SISTER FEDERATION, INC.—425 Fourth Avenue, New York, and 400 North Michigan Avenue, Chicago. A league of eleemosynary organizations of Catholics, Jews and Protestants in United States and Canada rendering personal, individual and intensive service to children in preventing delinquency. George MacDonald, President, Rowland C. Sheldon and Herbert D. Williams, Ph.D., Executives.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

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Is your organization listed in the Survey's Directory of Social Agencies? If not— why not?

Health

AMERICAN BIRTH CONTROL LEAGUE INC.—Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *Public Health Nursing.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—450 Seventh Ave., New York. Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—C. M. Bookman, president, Cincinnati; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-ninth annual convention of the Conference will be held in Philadelphia, May 15-21, 1932. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Religious Organizations

GIRL'S FRIENDLY SOCIETY OF THE U. S. A.—386 Fourth Avenue, New York City. A national organization for all girls, sponsored by the Episcopal Church. Provides opportunities for character growth and friendship through a program adapted to local needs. Membership 46,000.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, general secretary; Miss Emma Hirth, associate secretary; 600 Lexington Avenue, New York City. This organization maintains a staff of secretaries for advisory service in relation to the work of 1,288 local Y.W.C.A's in the United States with industrial, business, student, foreign born, Indian, colored and younger girls. It has 85 American secretaries at work in 39 centers in 15 countries in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary.

Fields of Activity: Civics and Community Cooperation, Education, Extension and Field Service, Farm and Rural Work, Junior Auxiliaries, Legislation, Peace, Religion and Religious Education, Service for Foreign Born, Social Service, Work for Blind and Sight Conservation, Deaf and Hard of Hearing, Vocational Guidance and Employment.

Official Publication: The Jewish Woman.

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES—347 Madison Avenue, New York City. Composed of 360 business and professional men representing 1,500 local Associations. Maintains a staff of 120 secretaries serving in the United States and 150 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. William B. Foster, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

DIRECTORY RATES

Graphic: 30c per (actual) line (12 insertions a year)

Graphic and Midmonthly 28c per (actual) line (24 insertions a year)

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DIRECTORY OF SOCIAL AGENCIES

Women's Trade Union

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; Machinists Bldg., 9th and Mt. Vernon Place, N. W., Washington, D. C. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

Recreation

NATIONAL RECREATION ASSOCIATION — 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

Pamphlets and Periodicals

Inexpensive literature which, however, important does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

(*Continued from page* 105) psychoanalytic doctrine and its evidence of confidence and hope in approaching the problems of suffering victims cracked on the wheel of life. Faith, hope and charity are essential in meeting the problems of the poorly functioning body, mind and spirit. Those who are religiously minded will have no difficulty in acceptance, while those who find weakness in their own faith may pause for a reconsideration of their own mental grapplings with the present spiritual affairs of man.

IRA S. WILE, M.D.

New York City

Times of Crisis

CREATIVE MOMENTS IN EDUCATION, *by Joseph K. Hart. Holt. 476 pp. Price $3.00 postpaid of The Survey.*

ALTHOUGH the author speaks almost entirely through the selected writings of others, the purpose of his book is clear. As he says in the epilogue, "we of today stand where Athens stood in the days of Socrates and Plato; where the Roman Empire stood in the days of primitive Christianity; where medieval Europe stood in the days of Galileo and Francis Bacon"—that is, in a state of disorganization requiring the creation of a new Cosmos to avoid increasing Chaos.

The first half of the volume reviews the major periods of cultural crisis in the past, severely omitting lesser epochs and bypaths. In this way and by the freshness of many of the readings, the author escapes the dullness of the usual educational history. The latter half of the volume is devoted to a diagnosis of the social confusion and educational shortcomings of our own time. Successively at the author's microphone appear Pope Pius XI, President Butler, President Eliot, Veblen, Cooley, William James, Whitehead, Meiklejohn, Dewey and others.

At the end emerges the general conception that to face our school problem and our social problem constructively . . . "the school should escape from the schoolhouse and make itself at home in the whole community, learning from the whole community and teaching its learning to the whole community."

In a final chapter Dr. Hart describes an anonymous but actual American community where this is being done. His Utopia, however, in wieldiness suggests the Athenian state rather than the sprawling industrial society which we must somehow cope with. But the author is more at home as Socrates raising questions and stirring thought than as Plato planning a Republic. This book, whether used as text or for general reading, is admirably conceived for this Socratic purpose.

Bennington, Vt. ROBERT D. LEIGH

The Church on Birth Control

THE CASE AGAINST BIRTH CONTROL, *by Edward Roberts Moore. Century. 311 pp. Price $2.50 postpaid of The Survey.*

IN a preface to this book Cardinal Hayes, archbishop of New York, explains that two years ago the National Conference of Catholic Charities appointed the author as chairman of a Committee on Population Decline and Related Problems to make an exhaustive investigation of the "medical, social and economic results of artificial birth prevention." "It behooves those who are interested in the welfare of individuals and of society," the archbishop declares, "to penetrate the mists of emotion and sentiment with which this subject has been enshrouded, and to examine this propaganda in the clear light of reason and revelation." As its title suggests the resulting volume marshals evidence against contraception, concluding that it is the duty of state as well as of Church to condemn "the degenerating social effects of contraceptive practice."

RUN OF THE SHELVES

A DESCRIPTIVE LIST OF THE NEW BOOKS

THE RED CROSS AND JANE ARMINDA DELANO, *by Mary E. Gladwin. W. B. Saunders. 91 pp. Price $1.50 postpaid of The Survey.*

THE story of the "Little Gentleman in White," Jean Henri Dunant, and the founding of the Red Cross; and of the beloved American nurse who knew the terrors of peaceful times through yellow fever in Florida and flood in Ohio and of wartime through her direction of the nursing service of the American Red Cross during the World War.

CREATIVE CAMPING, *by Joshua Lieberman. Association Press. 251 pp. Price $2.00 postpaid of The Survey.*

A DESCRIPTION of what happened when "new" school principles were used in developing a summer camp, primarily for the children of trade unionists, organized by Pioneer Youth of America and sponsored by the American Federation of Labor. The story, told by the camp director, is rich in suggestions for school teachers, school executives, club leaders and those who deal with the "difficult" child—including his parents (see The Survey, October 15, 1929, page 77).

THE ECONOMICS OF CHRISTIANITY, *by James P. Kelley. Pilgrim Press. 247 pp. Price $2.00 postpaid of The Survey.*

A SERIES of essays on various phases of the general subject of economics from the point of view of a Christian thinker. The Christian ethic comes more and more to clothe itself in the language of Socialism and Humanism; and in our day that's a very good thing.

THE CLASH OF WORLD FORCES, *by Basil Mathews. Abingdon Press. 174 pp. Price $1.50 postpaid of The Survey.*

THE world forces are those of Bolshevism, Gandhism, Nationalism and Capitalism—and, the author hopes and believes, Christianity. Not a comforting book for the mentally and spiritually weary.

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(*Continued from page* 107) of mastery over traditional tyrannies, now grown more cruel because of the machine, promise high zest for recruits—but who is to do the recruiting?

The final paragraphs of solution are not superficial; but they are unconvincing after the opening paragraphs of analysis . . . if it is Nature he means, and not the early imprint of environment on the credulous young, who accept our movies and books (they were not made by children but by their elders) and our actions with a sincerity that disconcerts our words.

No, it's only a half-picture, as perverted as Rousseau's misconception of Nature. If we could stop making them into what the world now wants and give them a chance to be something else, of their own finding out! Why must the history of Greece and Persia be taught as described here? Why must boundaries suggest invasion instead of triumphs of peaceful relations? And why must boys call their teachers (why should teachers be called masters?) "Sir" instead of calling them by their given names, for instance? And why should teachers form the new minds into the old patterns of their own adulation of prize fighters and submarines?

Perhaps what I really want is a second article, developing that single sentence of light: "There is much hope in these directions; I have tried them."

Washington, D. C. RUTH EVELYN HENDERSON

What Shall We Do About It?

TO THE EDITOR: I have read with great interest the articles that have appeared from time to time in The Survey with regard to unemployment. I live in a Massachusetts town of ten thousand population, where there is one large factory, and about twenty small industries. I have served on various welfare and political committees and last spring a number of people began appealing to me for jobs. Therefore, I called a meeting of our Community Council and proposed that we open an employment bureau in the Town Hall under a Prosperity Committee, of which I was appointed chairman. The bureau opened on June 29 and we had seventy-five men registered inside of two weeks. We have kept open three days a week and now have 110 on our list of unemployed. We have placed two men, one as a gardener and one as a chauffeur. The two town newspapers have given us front page publicity every week.

Our committee sent letters to every organization in the town and every employer of labor, asking their cooperation in our work. There has been no response. Therefore my problem is, What shall we do about it? Winter is coming, none of the factories or industries intend to increase their work. The town has no plans for public works. The Public Welfare Department is overwhelmed with its appeals and the one very efficient social worker is exhausted. There are comparatively few wealthy people in the town whose idea of assisting the problem is to cut down their household staff and do their own garden work, and possibly to sell one hunter from their string of three or four.

What shall we do about it? The President of the United States appoints new committees and refuses federal aid. The Red Cross states it cannot help because the situation is not an "Act of God." The industries cannot help because the people do not buy their goods, and the people out of work certainly cannot help.

When will a committee of representatives of labor and of industry meet and give a constructive program, cutting the working weeks and hours, planning an industrial survey and giving men jobs, not a dole or unemployment insurance?

In the meantime, here in one small town are 110 men out of work, most of them from six to ten months, their last resources gone, over two hundred women and children dependent on them, suffering starvation and want with no help and no job in sight. To take the minimum amount of care we should have $15 per week for each family for six months, or about $45,000. It is absolutely impossible to even think of raising such a sum. How many other small communities are in exactly the same position? What shall we do about it?

LESLIE B. CUTLER

Cheerful Agnosticism?

TO THE EDITOR: Any word from Uncle Alec either is wisdom or is easily taken for it. But as a case worker—these many years—I for one protest against his casual impressment of us all in support of the cheerful agnosticism which he advances as the typical case-worker's philosophy [The Philosophy of a Case Worker, Alexander Johnson, The Survey for August 15]. In the social laboratory I for one—and I had not thought it unusual—have found no incentive to confound (in Professor Babbitt's phrase) the wisdom of the laboratory with the wisdom of the ages; have seen no warrant "for heathen heart that puts her trust" in clinic and playground or aught else of man's devising. Rather has each day brought renewed conviction that "except the Lord build the house, they labor in vain that build it; except the Lord keep the city, the watchman waketh but in vain."

C. I. CLAFLIN
Buffalo, N. Y.

TO THE EDITOR: Thanks for the opportunity of seeing Miss Claflin's gentle, even kindly, criticism of my article. She is quite right in blaming me for seeming to assume that my philosophy is that of most, or even many, social case workers. I ought to have been more strictly personal. I am not quite satisfied, however, with "cheerful agnosticism." I am very far from that point as regards the revelation which we call that of Nature. I heartily agree with her quotation from Solomon's song of degrees, one of my favorite passages in that Old Testament which I use perhaps as often as some who claim it as the sole revelation; only I would put the first clause into the language of modern thought and say, "Except the house be built in accordance with the laws of the universe"; i. e., square and plumb and on good foundation. And to no kind of building more than to that of the social case worker does the principle apply. Most of our many failures come of disregarding it.

ALEXANDER JOHNSON
Croton-on-Hudson, N. Y.

Said of The Survey

TO THE EDITOR: For ten years I used The Survey in college classes in Sociology. It furnished them with concrete material on many live issues. It stimulated their interest both in Sociology and in Social Work.

STUART A. QUEEN
Glen Haven, Colorado

TO THE EDITOR: The materials of The Survey are always accurate, important and interesting. This is why I have been using his magazine for years in class work. I propose to continue doing so, for, if any change has been discernible in this periodical recently, it has been towards even greater excellence, as becomes a journal that would portray these piping times. More power to America's best experiment in journalism!

University of Michigan ARTHUR EVANS WOOD

TO THE EDITOR: I am thoroughly convinced that any teacher who can make a student into a permanent reader of The Survey has succeeded in making that student into a "good citizen" in the best sense of the term. Every highschool and college student should be given an opportunity to get the "Survey" habit. This will insure at least a nucleus of socially intelligent people in all our communities.

READ BAIN
Sociology Department Miami University,
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